

FY2008 JCCP Program Seminar

Invitation of Managers from JCCP Counterparts in Oil-Producing Countries



Seminar participants and JCCP staff at JCCP

JCCP held an 8-day Program Seminar (TCJ-1-08) from July 9 to 16, 2008, inviting the attendance of managers from JCCP counterparts in oil-producing countries. The Program Seminar aims to deepen understanding of JCCP among JCCP counterparts in oil-producing countries, by offering the same experience as a regular course. It also promotes exchanges of views on future plans for training programs and expert services, as well as on the implementation of regular courses in general, as a means of improving the content and organization of future courses.

Though the seminar was short, covering roughly a week, the participants easily shared their trust with the JCCP staff and gave frank opinions on various issues, based on the working relationship they have each established with the staff through frequent communications regarding the sending/receiving of participants to regular courses, via fax and e-mail. As a result, we have acquired many views and opinions that would help us improve our regular courses by incorporating them into our future plans.

1. Participants

This year, 20 participants from 10 countries participated in the seminar. At an average age of 46, the group consisted mainly of executive personnel of departments related to human resource management (HRM) in their respective organizations. As can be observed from the list of participants, we basically received participants from most of the countries with which Japan has a deep relationship in terms of securing crude oil supplies.

<Middle East>

UAE (ADNOC/TAKREER)	4
Saudi Arabia (Saudi Aramco)	2
Iran (NIORDC)	2
Yemen (ARC)	2
Bahrain (BAPCO)	1

<Africa>

Nigeria (NNPC)	2
Libya (NOC/AGOC)	2

<Asia>

Indonesia (PERTAMINA)	2
Malaysia (PETRONAS)	2

<Central Asia>

Kazakhstan (KAZMUNAYGAS)	1
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Total: 20 participants

2. Content of the Seminar

(1) Outline of the FY2009 JCCP Training Schedule

At the beginning of July 2008, JCCP announced its annual schedule of FY2009 regular courses and plans for the implementation of CPO (Customized Program Overseas) and CPJ (Customized Program Japan). During the seminar, we explained the schedule in detail, and sought cooperation from the participants in promoting the smooth implementation of FY2009 training courses, by asking them to incorporate the schedule into their organizations' training plans for next year.

Additionally, as part of JCCP's efforts since last year to increase tailor-made programs, we provided a detailed explanation of the schedule and themes of CPO and CPJ for FY2009, and separately discussed the possibility of their implementation with participants who showed particular interest in the programs.

(2) Regular Course Experience

Participants of program seminars generally have strong interest in human resource development systems in Japan, because the majority of them are members of HRM-related departments. Based on this awareness, for this year's seminar we included an introduction of the human resource development systems at Nippon Oil Refining Company's Mizushima Refinery and the Headquarters of JGC Corporation, with the cooperation of the two companies.

The rest of the program seminar was conducted in the same manner as we do our regular courses, to give the participants a general idea of what regular course participants usually go through, as well as the entire flow of a regular course. It included an opening ceremony, administrative guidance and orientation on "Japanese language and society" and "overview of Japan's oil industry," onsite training at a refinery, field trips, as well as a closing ceremony.

Program seminars incorporate visits to Japanese oil and engineering companies as much as possible, so that participants can gain a direct feel for production

sites in Japan and their operations. As we had hoped, this year's participants, as with participants in previous seminars, seemed to particularly appreciate the first-hand experience in understanding Japanese-style corporate management.

By sharing the same experience of this seminar, the participants developed strong bonds of friendship with each other. Many of them enjoyed the opportunity to meet new people who share the same interests, and said that they look forward to keeping in touch even after completion of the seminar, through e-mail and other means of communication.

(3) Information Exchange on Human Resource Development Programs in Each Country

The JCCP Program Seminar provides a forum for exchange between JCCP and oil-producing countries, as well as opportunities for mutual exchange among oil-producing countries. Based on this concept, we had all participants deliver a presentation that covers an overview of their company, their human



A participant giving a presentation



Presentation session

resource development policies, and evaluation or requests of JCCP programs, on July 15. The participants compared each other's human resource development systems with their own, and engaged in active discussions. JCCP also benefited from the presentations, by gaining a better idea of human resource development systems in oil-producing countries and acquiring important information for improving future training programs.

As a recent trend, rapid increases in oil consumption in oil-producing countries are placing pressure on companies to boost oil refining capacity, upgrade refining facilities, and acquire greater competitive power. However, the development of human resources is vital to meeting these demands, and oil-producing countries are increasingly focusing their attention not only on Western-style human resource development systems, but Japanese systems as well, particularly for the advantages of *kaizen* activities and other Japanese concepts.

The successful completion of this 8-day Program Seminar underscored the significance of providing a forum for oil-producing countries and Japan to



Tour of JCCP facilities

exchange views on improving JCCP regular courses. We hope to make continuous improvements and offer even greater opportunities next year and on.

Lastly, we would like to extend our sincere gratitude to the members of Nippon Oil Refining Company's Mizushima Refinery and JGC Corporation, and to everyone else as well who gave their support and cooperation for the efficient implementation of this program seminar. Thank you very much.



At Nippon Oil Refining's Mizushima Refinery