

# FY2010 JCCP Program Seminar

The FY2010 Program Seminar (TCJ-1-10) was held over an eight-day period, from July 7 to 14, 2010. The seminar invites JCCP counterpart managers from oil companies in oil-producing countries to spend about a week in Japan to personally experience a JCCP regular course and interact with Japanese culture and history. It also allows JCCP to individually exchange views on JCCP activities with each counterpart personnel to benefit future training programs.



*Seminar participants and JCCP staff*

## 1. Participants

A total of 12 participants from 8 countries attended the seminar. There were participants from the Middle East, representing Iraq, Oman, and Yemen; from Africa, representing Sudan; from Asia, representing Indonesia, Malaysia, and Vietnam; and from Kazakhstan, and included managers of JCCP counterpart departments and top officers in human affairs and training departments in their respective organizations.

## 2. Seminar Content

### (1) JCCP Regular Course Experience

The program seminar was designed to provide a general idea of what JCCP participants usually experience. The orientation session, opening ceremony and administrative guidance that are provided at the beginning of each regular course, and the closing ceremony were held in the same manner as a regular course, and lectures, site visits, and field trips were also provided just like in a regular course.

### (2) Lectures and Site Visit on Total Productive Maintenance (TPM)

In response to increased requests for training on TPM and small-group activities that have essentially created Japanese corporate culture, this year's program seminar provided lectures on "Japanese Experience of Income Doubling in 10 Years Policy" and "TPM Activities in Oil Companies." It also provided first-hand knowledge of

small-group activities that are implemented in a refinery, at Cosmo Oil Co., Ltd.'s Sakaide Refinery. During the site visit, the participants asked many questions based on the preliminary knowledge they gained from the JCCP classroom lectures. Through the questions and answers exchanged, they were able to verify and deepen their understanding of corporate culture in Japanese oil companies.



*At Cosmo Oil Co., Ltd., Sakaide Refinery*

### (3) Information Exchange on Human Resource Development Programs

The 12 participants from 8 countries gave a 20-minute presentation per organization on "Human Resource Development in Our Country and Our Expectations of JCCP's Program." JCCP member companies were invited to attend this presentation session so that exchanges of

views could be held not only among the participants and JCCP personnel, but also with members of other companies who are involved in corporate training.

Many of the participants said that the presentations stimulated their interest in human resource development systems and programs in other countries and organizations, and provided an ideal opportunity to exchange valuable information.

We JCCP members also benefited from the presentations, by acquiring knowledge of human resources programs in counterpart. While many expectations were placed on JCCP, we were also made aware of various matters that need improving. We will take these views to heart and address them to enhance our activities in the future.



*Individual discussions with participants*

### 3. Summary

We extended our invitation to this year's program seminar to a number of countries for the first time, in consideration of the growing significance of Japan's relationship with oil-producing countries besides the Middle East countries, and received their acceptance.

Engaging in face-to-face exchanges of views with JCCP counterparts was highly meaningful, in the sense that we were able to listen in more detail to needs and the situations behind those needs in each country and to discuss in specific terms the proposals and details of customized programs that are implemented based on requests from each country.

Most of the counterparts had requests for programs on such topics as environmental management and safety management and inspection, as is the global trend. One of our future issues will be to consider how we might reflect these topics into our programs and offer them as JCCP regular courses.

Lastly, the participants showed quick understanding and strong interest in the management of JCCP programs, perhaps because they are officers belonging to human affairs and training departments and have personally experienced the challenges of planning and managing training programs. We especially appreciated the cooperative spirit they displayed at all times, which greatly facilitated the smooth implementation of the program.

We would also like to extend our appreciation to the staff at Cosmo Oil's Sakaide Refinery for making the time to give us their cooperation, and to everyone else who supported the implementation of the program in diverse ways.

*<by Mieko Onai, Operations Dept.>*



*Participants listening to a presentation*



*Presentation session*

#### (4) Overview and Discussion of Future JCCP Training Program

We created opportunities to engage in individual discussions with each participant, to provide an overview of JCCP regular courses and customized programs for this fiscal year and the next, to listen to detailed requests from the counterparts, and to also convey JCCP's requests.