

# Report on the Training Cooperation Program

## —Saudi Arabia—

JCCP Lecturer Fumihiro Tone visited Saudi Arabia from November 15 to 23, 2013, under the objectives of the JCCP Training Cooperation Program of strengthening ties with major oil-producing countries and providing cooperation in human resource development. More specifically, he visited key persons in various relevant departments in Saudi Aramco, the principal oil company in Saudi Arabia, and its subsidiaries, to explain and exchange views regarding JCCP regular courses to be offered in fiscal 2014, hear opinions about JCCP's assistance within Saudi Aramco's education program, and explain some of the details being planned as part of the preliminary preparation for the JCCP alumni meeting scheduled to be held in fiscal 2014 in Saudi Arabia.

### 1. Ras Tanura Refinery

Following last year's approach, a meeting was held with Mr. Yahya Q. Daghri, Supervisor, Planning and Performances Unit (participated in a regular course on human resource management in FY2009), on the possible implementation of a practical customized program. In response to a request from the Ras Tanura Refinery for the implementation of a practical seminar similar to one that was held last year at the Yanbu Refinery, Tone gave details of the program and discussed how to proceed with the plan.

In the meeting with Mr. Daghri, it was revealed that Refining & NGL Fractionations is currently reviewing its employee training framework. Up to now, refinery managers were responsible for employee education,



Mr. Yahya Q. Daghri, Supervisor, Planning and Performances Unit, Ras Tanura Refinery (left)



Mr. Abdullah O. Al-Baiz, General Manager, Ras Tanura Refinery (left)

so JCCP needed to contact and make arrangements directly with each refinery and NGL fractionation plant regarding training programs. However, Refining & NGL Fractionations is considering establishing a controlling group in the Headquarters (located in Ras Tanura), for central control of human resource education and training.

In the meeting with the refinery's management team, Tone had the opportunity to meet with Mr. Abdullah O. Al-Baiz, General Manager, for the first time after Mr. Al-Baiz's appointment this past October. As Mr. Al-Baiz was not yet familiar with JCCP, Tone provided an overview and introduced the regular course schedule for FY2014. Also addressing Mr. Uthman A. Al-Ghamdi, Operations Manager, who was present at the meeting, Tone introduced JCCP customized programs, which have been implemented for Saudi Aramco continuously since fiscal 2008, and in particular, presented details of practical onsite training (with reference to *JCCP NEWS*).

### 2. Riyadh Refinery

A meeting was arranged with Mr. Abdul Rahman Al Subaie, Manager, and other management officers at the Riyadh Refinery. Tone explained the FY2014 JCCP regular course schedule, and spotlighted the new regular course on "Strategic Management." As Mr. Al Subaie expressed a strong request for the same type of customized program on onsite visualization activities



Mr. Abdul Rahman Al Subaie, Manager, Riyadh Refinery  
(center)



Mr. Ali Abdulrahman Al-Hazmi, President, SASREF  
(second from right)

that was held at the Yanbu Refinery, steps toward implementation of the program were discussed in general, with a promise to work out the details concerning dates and specific content in subsequent meetings. The refinery side hopes to utilize its regular overhaul period to provide its employees with practical guidance.

### 3. Professional Engineering Development Division (PEDD)

At PEDD, the organization responsible for developing and implementing in-house training programs for professional engineers in all sectors at Saudi Aramco, a meeting was held with Mr. Rasid K. Rahman, Supervisor Inspection Curriculum Development Group, following last year's meeting, to discuss details of the Customized Program-Overseas (CPO) on "Inspection, Corrosion/Degradation and Static Equipment Maintenance in Refinery" scheduled to be implemented from February 9 to 14, 2014, and to confirm the agreement that will be exchanged upon receiving a formal request from PEDD. Furthermore, as there was a request for the implementation of a lecture that specifically focuses on corrosion prevention sometime during the fourth quarter of next year or the first quarter of the following year, details were agreed to be discussed at the time of the above CPO.

### 4. Saudi Aramco Shell Refinery (SASREF)

At SASREF, a meeting was held with Mr. Ali Abdulrahman Al-Hazmi, President. As SASREF has never participated in a JCCP training program to date, Tone was introduced to the senior vice president and general

manager of human resources, and gave an overview of JCCP and the regular course schedule for fiscal 2014. Mr. Al-Hazmi had participated in a JCCP regular course in the 1980s, and spoke about his wonderful experience in Japan to his colleagues. He said that punctuality in the daily lives of the Japanese people had left a strong impression on him as a salient characteristic of Japan, and that it is something he wishes his employees to experience. The senior vice president of human resources indicated a strong interest in Kaizen activities among other Japanese-style management practices, and expressed his wish to send SASREF participants to a regular course on Total Productive Management (TPM).

### 5. Summary

Through the previous and recent visits, the original objectives of introducing the FY2014 regular course schedule to Saudi Aramco's refineries and head office and of exchanging views regarding customized programs for Saudi Aramco have been achieved. Furthermore, the recent visit allowed JCCP to include SASREF among its relationships with Saudi Aramco's joint-venture companies, which include Petro Rabigh. With respect to customized programs for Saudi Aramco, formal requests for training in practical onsite visualization activities, which was previously implemented at the Yanbu Refinery, have been received from the Jeddah, Riyadh and Ras Tanura Refineries and Petro Rabigh.

At the same time, various situations that have come to light during the recent visit have made JCCP strongly aware of the need to keep track of organizational changes and personnel transfers at Saudi Aramco and to continue to engage in detailed talks to maintain mutual ties.

<by Fumihito Tone, Training Dept.>