

Report on the Cooperation with Training Center Program —Kuwait and Saudi Arabia—

A JCCP delegation visited Kuwait and Saudi Arabia from October 11 to 21, 2009, under the Cooperation with Training Center Program to exchange views with the counterparts of JCCP regular courses regarding their evaluation of the courses and future needs. The delegation especially emphasized that JCCP will launch long-term CPJ programs and new regular courses in fiscal 2010, to provide even more practical training than before.

Kuwait

In Kuwait, the delegation's main destinations included the head office of Kuwait National Petroleum Co. (KNPC), KNPC's Mina Abdullah Refinery, and the Leadership Development Center (LDC) and Petroleum Training Center (PTC) of Kuwait Petroleum Corporation (KPC).

Under the leadership of KPC, the oil industry in Kuwait is promoting corporate reforms in an effort to develop companies that are capable of pursuing results and gaining a global competitive edge. Human resource development, in particular, is regarded as an important part of corporate reform, and initiatives are being implemented toward the development of human resources—from leaders to

field operators—with an emphasis on real ability.

At KNPC's HR Department, which sends the largest number of participants to JCCP every year from Kuwait, Mr. Waleed Al-Hamad, Assistant Manager, introduced to the delegation its human resource development programs and a check sheet of strict standards that KNPC uses to evaluate the effectiveness and results of refinery engineers.

At KPC's Leadership Development Center (LDC), Ms. Salma Al Hajjaj, Director, described LDC as an institution established specifically for the purpose of developing top management personnel, and explained that potential top management candidates are registered in a database from early on to provide education and training from a company-wide perspective.

At the Mina Abdulla Refinery, managers who participated in a JCCP course in the past shared their expectations and requests with regard to JCCP training. Mr. Mohammed G. Al Mutairi, Deputy Managing Director, in particular, expressed deep understanding of JCCP activities, as one who has participated in JCCP training programs twice. He spoke about his impression of the Japanese people's work ethic and Japanese-style management practices, and about how the knowledge he gained



*At KNPC's Mina Abdulla Refinery
Mr. Mohammed G. Al Mutairi, Deputy Managing
Director (fourth from right), and other officers*



*At KPC
Ms. Salma Al Hajjaj, Director, Leadership Development
Center, KPC (fourth from left)*



*At the Saudi Aramco Head Office
Ms. Huda M. Al-Ghpson, General Manager,
Training & Career Development (second from left)*



*At the Ras Tanura Refinery
Mr. Al-Sultan, Maintenance Manager, RT Refinery
(second from left), and JCCP graduates*

through JCCP personally benefited him in his career thereafter, and expressed his strong desire to continue sending as many refinery personnel to JCCP courses as possible in the future.

Saudi Arabia

In Saudi Arabia, the delegation mainly visited the following five destinations: the Saudi Aramco Head Office, the Ras Tanura Refinery, the Ras Tanura Training Center, the Eastern Province Branch of the Ministry of Petroleum and Mineral Resources, and a Saudi Arabian government office in charge of human resource development.

At the Ras Tanura Refinery, the JCCP delegation held a meeting with JCCP graduates in the company of Mr. Al-Sultan, Maintenance Manager, and obtained their views on how JCCP training is helping them in their current workplaces, as well as their expectations and requests for improvement in regard to JCCP. There were those who said they developed an interest in Japanese corporate management as a result of their exposure to Japanese companies through JCCP training, and those who said they wish to learn how to apply Japanese-style management to Saudi Arabia. Others requested a training program that not only offers classroom lectures but places more emphasis on providing practical knowledge.

At the Ras Tanura Training Center, the JCCP delegation toured the center's training plant that

operates very much like a real plant and large training facility that is comparable to a vocational school in scale, while receiving detailed descriptions from Mr. Al-Hamdan, Supervisor, NA Industrial Training Dept., and managers of other departments.

At the Saudi Aramco Head Office, the JCCP delegation exchanged views with Ms. Huda M. Al-Ghpson, General Manager, Training and Career Development, who explained that Saudi Aramco is currently concentrating its efforts on developing leadership. According to Ms. Al-Ghpson, Saudi Aramco seeks two specific abilities in potential leaders: the ability "to forecast the future of the oil industry from a global perspective, establish concrete targets, and see those targets through to the end," and the ability "to efficiently organize and develop younger workers who adhere to new values."

At the Ministry of Petroleum and Mineral Resources, H.E. Mr. Yahya J. Shinawi, Director General, spoke about the ministry's initiatives for capacity development of its staff members, with a view to creating environmental and safety criteria for the oil industry in Saudi Arabia.

The visits to Kuwait and Saudi Arabia yielded the understanding that both countries place strong emphasis on human resource development as a priority issue, that they have a high regard for the basic qualities of the Japanese people, culture and customs, and also for Japanese-style management. Furthermore, the JCCP delegation noted that oil-

producing countries have strong interest in training programs that include lectures on kaizen, TPM and TQC activities. In light of such new needs in Saudi

Arabia and Kuwait, JCCP acknowledges that it must further enhance and improve its training courses in the future.

<by Masumi Kitahara, Administration Dept.>



With H.E. Mr. Yahya J. Shinawi, Director General of the Eastern Province Branch of the Ministry of Petroleum and Mineral Resources (second from left)