

**A Decade of FCW Impact:**

# **Empowering Women Beyond Borders**



# Establishment

Established in 2015 under the patronage  
of H.H. Sheikha Fatima bint Mubarak



## **FCW** Strategic Objectives

- **Highlight** both countries leaders vision & efforts for empowering women in the energy sector
- **Build** awareness about UAE-Japan Friendship Committee's role in enabling organizations to enhance gender balance
- **Promote** initiatives that empower aspiring female leaders to develop progressive vision and create solutions for significant challenges in the energy sector



# Board Members



- H.E. Dr. Maitha bint Salem Al Shamsi, Minister of State, Committee Chairman
- H.E. Dr. Sultan Al Jaber, Minister of Industry and Advanced Technology, ADNOC MD & GCEO, Member
- Prof. Haruhiko Ando, CEO, JCCP, Member
- Mr. Tsuyoshi Nakai, Advisor, JCCP, Member
- Mrs. Fatima Al Nuaimi, ADNOC, Member
- Dr. Ghuwaya Al Neyadi, ADNOC, Member

# ☆ LEGACY

## 2015

Established under the patronage of HH Sheikhha Fatima bint Mubarak, Mother of the Nation, with the aim to develop Emirati female talent. ADNOC and JCCP partnered to create a committee



## 2016

Building Bridges: introduced international workshops and forums to exchange knowledge and experience



## 2017

Development of Leaders: young female leaders from ADNOC and JCCP participated to develop their skills and capabilities



# ☆ LEGACY

## 2019

Renewed Collaboration: the agreement between ADNOC and JCCP extended to offer more workshop opportunities for talented females in the energy industry

## 2018

Beginning of Transformation: being in the volatile energy industry, the committee focused on themes and strategies that align with the industry



## 2021

Resilience Through Challenge: Amid the challenges of COVID-19 pandemic, the committee continued its mission through virtual collaboration demonstrating adaptability and unity.



# ☆ LEGACY

## 2023

Towards A Sustainable Future:  
shifting focus to tackle how we  
can shape the future of energy for  
a better, more brighter tomorrow.

## 2022

From Fields To Boards: the  
exchange of knowledge and  
expertise lies in the hands-on  
experience our ADNOC female  
talent have in operational sites, a  
traditionally male dominated field.



## 2024

The Power of AI: embracing the  
futuristic skills of digital  
transformation and innovation,  
expanding opportunities for  
women in technology.



# ☆ LEGACY



## 2025

A Decade of Impact: honoring a milestone for the committee, celebrating the empowerment, innovation and collaboration the committee brought for both ADNOC and JCCP



## 2025

Celebrating the Success of the  
UAE-Japan FCW 2025 Built  
To Last: 10 Years of Women Leading  
Sustainable Communities



# ACHIEVEMENTS



**4500+**

Participants benefiting from the FCW programs & courses



**90%**

Of surveyed women found the workshop beneficial & would recommend it to others.



**Brand Identity**

Established a consistent brand identity & 20 Yearly Cultural Exchange activities

# ACHIEVEMENTS



4:GCC

countries are usually participants expanding the program outreach



One

Comparative Studies :the impacts of covid-19 on women working in Oil & Gas industry in UAE and JAPAN in 2021.



21

Workshops that tackle challenges in the energy sector and foster women leadership



# ADNOC

## 35 Participants

## 7 Mentees

## 4 Companies

## Mentoring Benchmarking



# GROUP LEADERSHIP MENTORING

A Group Leadership Mentoring Program, launched as a pilot in the first half of 2025, aimed at promoting mentorship with structured mentoring practices, while supporting knowledge sharing and the adoption of mentoring programs within Japanese companies.

**7** mentees  
from 5 Japan

**4** ADNOC  
executive  
mentors

**5** Months  
2025 Pilot  
Program

**Customized**  
Program to  
mentees' needs

**Introductory**  
**Awareness**  
**session held**

**4** virtual  
mentoring  
sessions

**Excellent**  
overall  
feedback  
received

Feedback enabled  
the evolution into a  
**Cross-border**  
**Mentoring Program**



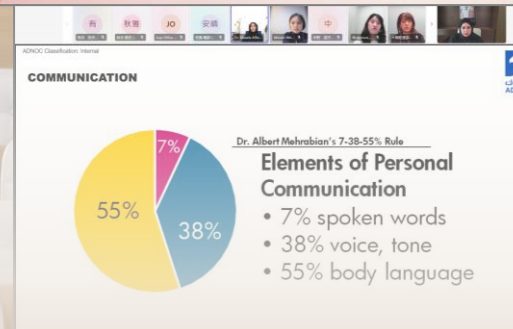
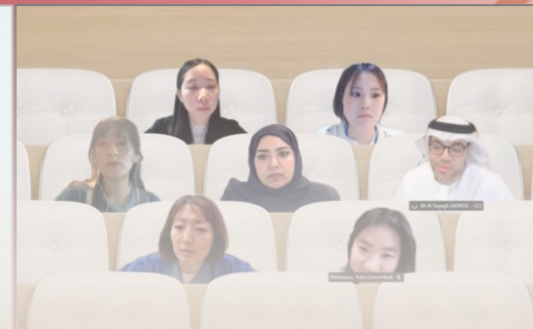
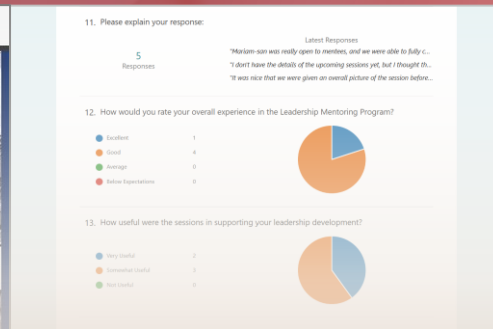
**SHEIKH ZAYED AS A TRANSFORMATIONAL LEADER**

**Who was Sheikh Zayed?**

- Founder of the UAE:** Sheikh Zayed bin Sultan Al Nahyan was the founding father of the United Arab Emirates and served as its first President from 1971 until his death in 2004.
- Visionary Leader:** He was known for his visionary leadership, dedication to nation-building, and commitment to the welfare of his people.

**Transformational Leadership Elements in Sheikh Zayed's Leadership**

- Idealized Influence:** Sheikh Zayed was highly respected and admired for his strong ethical standards, integrity, and dedication to the nation's development.
- Inspirational Motivation:** He communicated a clear and compelling vision for the UAE, inspiring the people to work together towards a prosperous and united nation.
- Intellectual Stimulation:** He encouraged innovation and creativity, promoting the development of infrastructure, education, and healthcare.
- Individualized Consideration:** He provided personalized support and attention to the needs of the people, ensuring their well-being and development.





# CROSS-BORDER MENTORING PROGRAM

The **Cross-Border Mentoring Program** is a 10-month development initiative designed to empower women through mentorship across the UAE, Japan, and other participating countries. The program offers a flexible, customized mentoring journey that combines group and one-to-one engagement, delivered through a blended virtual and in-person model.

## Key Advantages:

**Global participation**  
across UAE, Japan, and  
other countries



**Company-nominated**  
mentees



**Customized program**  
based on training needs  
analysis



**6 mentors**  
from UAE and Japan



**Flexible format**  
group and one-to-one  
mentoring



**Blended delivery**  
virtual plus one in-person  
session



**Structured**  
evaluations during and  
post-program



**Two cycles**  
2026 and 2027



**Thank you**