

Friendship Committee for Women Career Development

FCW Activities FY2018 (April 1, 2018 – March 31, 2019)

FCW activities

**1. JCCP HRD Program for
Women's Empowerment**

2. FCW meeting & Forum

3. Seminar

(for Japanese members)

1. JCCP HRD Program for Women's Empowerment

Customized Program in Japan

- Course Title: Management and leadership for women in petroleum industry
- Date: November 14 -21, 2018 (8 days)
- Participants: 8 participants UAE (4), Saudi Arabia (2), Oman (2)

Key components

<Lectures and workshop>

- Strategic Management of Refining
- Career design
- Capability development
- D & I Policy of Japanese Government
- Top Management Lecture
- Transformation of corporate culture / Unconscious bias

<Field trip>

- Company visit
(TOYOTA, OMRON,
Showa Shell)
- Cultural visit (Kyoto)

Customized Program in Japan



Visit to Omron Corporation



Top leader's lecture



Unconscious bias



Diversity and WAA



Participants



Visit to Toyota motor Corp.

2. FCW meeting

The 8th FCW Forum

FCW Meeting		Venue	Theme
1st	May 2015	UAE	Sharing opinions and experiences
2nd	Nov. 2015	Japan	Recommendation as FCW Initiative
3rd	Apr. 2016	UAE	Action Plan Japan
4th	Nov. 2016	Japan	Sustainable growth of petroleum industry and women leader's business innovation
5th	Apr. 2017	UAE	Harnessing the Power of People and Technology
6th	Dec. 2017	Japan	Work Style Reform for Advancement of Women in the Workplace
7th	May 2018	UAE	Women Empowerment Across Different Geographic Regions
8th	Jan. 2019	Japan	Management Strategy & HRD for Responding to the Needs of the New Era



The 8th FCW Forum (The 37th JCCP International Symposium)

Jan 24, 2019 @Hotel Okura

17 speaker / 11 countries

Audience 380

Session	Country	Organization	Name	Title
Guest Speech	UAE	Ministry	H.E.Dr. Maitha Salem AlShamsi	Minister of State, UAE
	Moderator	JCCP	Mr. Tsuyoshi Nakai	CEO
Leaders Panel 1 (New business opportunities)	Kuwait	KOC	Mr. Ahmad Abdulazeem Alhamad	Deputy CEO Administration and Finance
	Myanmar	MOEE	Mr. Aung Myint	Managing Director, Myanma Petrochemical
	Indonesia	MIGAS	Ms. Soerjaningsih	Director, Oil and Gas Program Development
	France	IFPEN	Mr. Didier Houssin	Chairman & CEO
	USA	FGE	Dr. Fereidun Fesharaki	Chairman
Leaders Panel 2 (Strategy & HRD)	Moderator	Showa Shell	Ms. Yuri Inoue	CEO, Internal Control Promotion and HR
	UAE	ADNOC	Ms. Aseel Humoodi	SVP, Talent Development Unit
	Saudi Arabia	Saudi Aramco	Mr. Nabil K. Al-Dabal	Executive Director, Human Resources
	Vietnam	Petrolimex	Mr. Nguyen Xuan Hung	Deputy General Director
	Oman	Orpic	Mr. Ali Said Ali Al Mahrouqi	Manager, Learning and Development
Leaders Panel 3 (Technology Innovation and business model)	Moderator	Toyo Engineering	Mr. Keisuke Ishii	Chief Technology Officer
	Kuwait	KNPC	Mr. Mutlaq Rashed Al-Azemi	Deputy CEO, Mina Abdullah Refinery
	UAE	ADNOC Refining	Mr. Fareed Mohamed Al Jaberi	Vice President (Supply Chain Division)
	Vietnam	BSR	Mr. Nguyen Van Hoi	Vice President and CEO
	Libya	NOC	Mr. Shaaban Youssef Bsebsu	Chairman of the Management Committee
	Japan	Toyo Engineering	Mr. Eiji Sakata	General Manager, IoT Business Department

◆ The 8th FCW Forum

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January 20, 2019 (Implemented as Leaders Panel 2,
focusing on HR, of The 37th JCCP International Symposium)

➤ Theme : Management Strategy & HRD for responding to the needs of the new era
- Business innovation, Diversity, Leadership, work style reform

➤ Participants :

- H.E. Dr. Maitha AlShamsi Minister of State, UAE
- Ms. Fatema Al Nuaimi ADNOC LNG CEO
- Program Participants (14 members from UAE, Saudi Arabia, Oman)
- Japanese PIC members (11 members from 7 companies)



H.E. Dr. Maitha AlShamsi

➤ Panel Discussion : in addition to the above members

- Mr. Masanori Enomoto Deputy Director of HR, Idemitsu Kosan
- Ms. Jyunko Takeda, Planning & Coordination Director, Cosmo Oil



Ms. Aseel Humoodi SVP, Talent Development Unit, ADNOC



Moderator: Ms. Yuri Inoue, CEO, in charge, Regal & HR, Showa Shell Sekiyu



Panel Discussion

The 8th FCW Forum

- Workshop Reports by FCW Member -

Theme 1: Long working hours and telework system

Theme 2 : Career and capability development of female leaders

FCW participants from UAE, Saudi Arabia, Oman and Japan have discussed the issues and created recommendations to management.



Workshop Reports by FCW Member



Workshop Group 2



Workshop Group 1



LONG WORKING HOURS VS TELEWORK SYSTEM

- Long working hours ~~=~~ Higher Productivity
 More Efficient
 High Performance
- Working Smarter = Higher Productivity
 Prioritization, Proper Planning, Delegation,
 Technologies (Telework)

Recommendation & Action Plan

- + Efficiency at home ➡ Collaboration/Support / Communication
- + Technology & Innovation ➡ Remote workstation / Smart Mobile Applications
- + **Time Management Culture**
- + Introduce Policies to accommodate ➡ flexible working hours
- + Proper Planning leads to Efficiency (e.g. prevent short notice deadline)
- + TRUST

CAREER & CAPABILITY DEVELOPMENT OF FEMALE LEADERS

THE UNCONSCIOUS BIAS		Lack of assertiveness	
Cause Analysis	Recommendation	Cause Analysis	Recommendation
<ul style="list-style-type: none"> ➤ Family obligations ➤ Male dominated industry ➤ Education and upbringing 	<p>The unconscious bias => Acknowledge it</p> <ul style="list-style-type: none"> > Management level to acknowledge it & commit to change > Assign a sponsor / champion to lead the change <p>➤ How to implement?</p> <ul style="list-style-type: none"> > Conduct studies, surveys & workshops > Make it a mandate (Benchmarks & KPIs) 	<ul style="list-style-type: none"> ➤ The fear to express themselves ➤ The fear to say No ➤ Challenge the current status 	<p>Lack of assertiveness – Elevate females confidence</p> <ul style="list-style-type: none"> > Raise awareness level > Establish diversity & gender balance committees > Coaching & training programs on soft skills > Career progression criteria clarity & transparency > Celebrate females & their achievements Career development program & measurements <p>➤ How to implement?</p> <ul style="list-style-type: none"> > Step out of the comfort zone > Mentoring programs > Career progression programs

The 8th FCW Meeting (Jan. 21 – 25, 2019)



Workshop Group 1



Workshop



Workshop Group 2

The 8th FCW Meeting (Jan. 21 – 25, 2019)



Visit to Chiyoda Corporation



Visit to Tokyu Corporation



Presentation by Ms. Murakami,
Head, OECD Tokyo Center



Closing Ceremony

3. Seminar for FCW members in Japan



- Diversity 2.0 and progress on work style reforms by METI
- Women's Empowerment, Leadership, work style reforms
- Future Initiatives and Issues for Diversity Management
- Act on Promotion of Women's Empowerment
- Women's Empowerment and its Future.



Thank you very much for your kind attention.