



Training and People Development

The company has developed learning programs and kept on developing employees so they can be professional in what they do, have knowledge and understanding in management, including skills necessary for efficiency improvement and changes. These development programs are as follows:

Employee Development Programs

- **Career Development Guideline:** A Career Development Plan to improve people capability according to job standards and the management of career advancement
- **Succession Plan:** A development plan for the experts and successors by career path
- **Mandatory Program Model:** A course to support business growth and leadership in the organization for employee of each level
- **Preparation program for organizations in the disruptive world :** Emphasized the new concept of development like agile and design thinking and adopted such the concept into employee development in every training session for the groups of new employee, the employee who will be prepared for upgrading and the talent
- **Self Learning:** Encouraging employees to develop their knowledge from internal and external trainings
- **Improve work efficiency Workshops**

Return on Employee Development Investment

A metric to quantitatively measure the benefits from its investment linked to a specific employee development program is “The International Certificate in Supply Chain Management of International Trade Centre UNCTAD/WTO (ITC) to develop competency for BCP procurement professional”. The company can estimate the Cost saving from strategic sourcing, procurement from this program about 92 million THB.

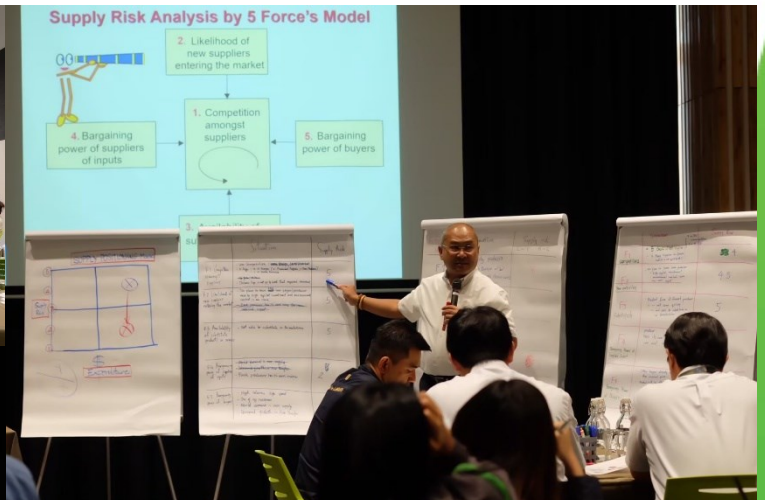
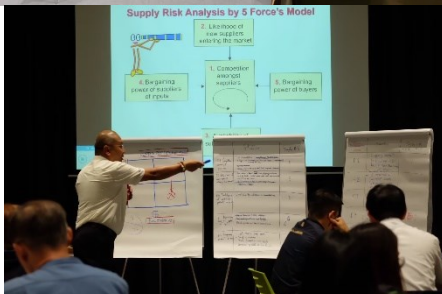
In-house Training & Examination International Professional Certificate in SCM (ITC)	Number of days
Module 1: Understanding The Corporate Environment	2
Module 2: Specified Requirements & Planning Supply	2
Module 3: Analysing Supply Markets	2
Module 4: Developing Supply Strategies	2
Module 5: Appraising & Shortlisting Suppliers	2
Module 6: Obtaining & Selecting Offers	2

Examination fees and Training Matertial	
Course Book / Work Boor / Answer Book 6 modules (Color)	24
Examination fees for 6 modules	10
Certificate	10



The International Certificate in Supply Chain Management course contents

Modules	Contents
Module 1: Understanding the Corporate Environment	This Module aims to explain the impact of the corporate environment on the purchasing & supply function of an enterprise, and to show how this function interrelates with the rest of the organisation. This Module explores which factors are part of the corporate environment, and how these influence and interrelate with the purchasing & supply function
Module 2: Specifying Requirements & Planning Supply	The Module gives practical guidance and advice to those who are, or will be, actively involved in, or responsible for, developing purchase specifications and planning supply in an enterprise.
Module 3: Analyzing Supply Market	This Module will allow the company to understand how supply markets work, and their main features. It will help you to understand and assess supply market risks and opportunities, and thus be able to select those supply markets which are most appropriate to the company's need.
Module 4: Develop Supply (Category) Strategies	This Module focuses on how to develop supply strategies for a company's different categories of products and services. Developing and using different supply strategies for different types of purchases will help you to spend your time and effort where it is most needed, and achieve the best results.
Module 5: Appraising & Shortlisting Suppliers	This Module focuses on how to appraise suppliers for purposes of shortlisting them as viable business partners for the company.
Module 6: Obtaining & Selecting Offers	This Module covers issues such as what method to use in different situations to obtain and select offers, from informal and enquiry-reply processes through to formal tendering and e-marketplaces.





The company also saves up more from The Improve work efficiency Workshops for employees

Positive Business Impact from Employee Development Program

Employee development programs	Benefits to business	Quantitative impact of business benefits	% of FTEs that participated in the programs
Process improvement of oil approval process at oil floating storage in place of onshore transport at Sichang depot	Reduce shipping cost and oil pipeline onshore rental	30 million THB / year	10.58%
Improvement of the Bangchak Depot Fleet Management	Reduce the transportation cost to dealers	16 million THB / year	15.58%
Process improvement of High Margin Product Transportation in the Southern region project	Reduce the transportation cost to dealers	24 million THB / year	8.08%
Improve procurement processes of main equipment in service stations	Reduce procurement costs of oil dispensers and underground storage tank	23 million THB / year	22.40%

