



Developing global human resources

Chapter

3

Empowering Employees with the Big Picture



Manager, Cosmo Oil International Pte. Ltd.

Minako Fujimoto

• Women Play a Major Role in Singapore

Cosmo Oil International is a Cosmo Oil subsidiary located in Singapore. We carry out specific purchase and sales negotiations with oil companies and traders, based on detailed plans from the Petroleum Product Department and Supply Department of the Cosmo Oil Head Office related to domestic production and import/export of petroleum products, including gasoline and kerosene.

We have eight staff: five local hires and three employees from Cosmo Oil in Japan. I am the only woman among the employees from Japan, but four of the local hires are women. There are many career women in Singapore. In every industry, you can find expat female employees of my generation, and I have gotten to know a lot of people outside the company since coming here.

• A Business Hub for Human and Information Exchange

As a center for trade in Asia, Singapore has a dense concentration of people and information. This means it is vital to maintain good communication with people here and build relationships based on trust. These interpersonal relationships keep me plugged into a lot of information, and sometimes this can have a significant impact on our business.

However, Singapore is also a fiercely competitive society, and just being here in itself is not going to provide me with more information than being in Japan. To succeed here, you have to reach out to people and work on your relationships every day, and you always have to keep your eyes open. And of course, relationships need to involve both giving and receiving information because information is never free.



Left to right
 ◀ Merlion Park
 ▶ Singapore skyline

Left to right
 Monitoring the market ▶
 Meeting at the office ▶





The Cosmo Oil Group understands that employees are the driving force behind the business. Employees are the ones that actually provide the products and services that society needs. In addition to creating workplaces that are positive and supportive, and evaluating employees fairly based on their competence and abilities, the Group has been implementing new work arrangements that help employees balance work and personal life.

● Becoming a Trusted Source of Information for Many

Since joining Cosmo Oil, people tell me that I have been really fortunate: I've been doing work that interests me under supportive superiors. Working in Singapore was one of my ambitions. I have more opportunities here to meet people outside the company than I did in Japan, so now I see myself not just as an individual, but also as a representative of the company.

In the future, I want to use my experience to perform my job from a broad perspective on the logistical operations of the entire company. Therefore, I would like to make good use of my current situation to gain even greater knowledge and experience, and ultimately become a trusted source of information for people in and outside the company.



The People the Cosmo Oil Group Needs

Preparing Employees to Seize Opportunities

Singapore is a leading center for global oil transactions. Many petroleum companies have oil trading offices here. With Ms. Fujimoto's wealth of knowledge, outstanding communication skills, and great personality, she is able to build relationships of trust with many oil traders and related companies. She really gets things done.

In a global business, it is important to understand the customs, cultures, and religions of different countries and regions, and to build relationships of trust by acting with sincerity. This is why we need human resources that can think for themselves, who are able to quickly recognize changes in the business atmosphere and market and reliably seize good business opportunities. Experience with people in the field is the most important factor for understanding the perspectives of others and creating win-win business opportunities.



Singapore office

