

**U051-008**

**Room: IC**

**Time: May 16 15:45-16:10**

## ”Career strategy as the technology oriented enterprise”

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In order to develop skillful technical experts, it is important to have an effective career strategy for the enterprise and to implement a fruitful in-house education program. As one of the strategies, preparing an equivalent career ladder for technical experts to that for management positions will contribute well in enhancing the overall technical strength of the enterprise and developing and retaining excellent technical experts. This presentation will introduce the education programs, evaluation method and career strategy of Schlumberger as an example of technology oriented enterprise, and will discuss about the desired human resource strategies for the enterprises to enhance and lead the technical strength, resulting high corporate value as a goal of the enterprise.