

# View from the

## SHARING OF BEST PRACTICES & CULTURE

KESAO ABE, MANAGER OF OUR GCC PLANT IN NIGATA, JAPAN

During 2009, IMERYS Pigments for Paper in India has made great strides with the growth of their operations and production capacity. In the first quarter of the year, the expansion of our on-site GCC plant at BILT's paper mill in Bhigwan, near Mumbai, was completed. This was followed by the start-up of an on-site PCC plant at ITC's paper mill in Bhadrachalam, Andhra Pradesh in the second quarter of 2009. And finally, IMERYS have very recently commissioned an on-site GCC plant at Khanna Paper in Amritsar, Punjab.

With all of this momentum and the on-going IMERYS projects in India, what was missing? Where could we find an experienced carbonate production manager, with start-up experience to train and mentor the Indian team?

Kesao Abe, has been with IMERYS Minerals Japan since 1987 and has worked and optimized the processes at each of 3 of our GCC plants in Japan. He also has been a key part of the commissioning of 4 GCC plants with IMERYS (in Japan, India, Taiwan, & Indonesia).

The main focus of Abe-san for 2009 has been to support the efforts of the IMERYS India start-up project team.



# 'FACE'



**Q:** Compare the best practices that you brought from Japan with the best practices that you learned from the India team?

**A:** ★ KESAO ABE

My experience in Japan allowed me to provide a proven and optimized GCC flow sheet, with established maintenance procedures. The Indian team taught me the value of having a "fighting spirit" for managing difficult situations. The team stayed positive and friendly, even during the difficult times. This is something that I respect and have enjoyed about working with the team in India. This combination of structure and unrivalled enthusiasm has proved to be quite powerful.

**Q:** Did anything surprise you about working in India?

**A:** ★ KESAO ABE

In Japan, keeping to a planned work schedule is vital and I was surprised to find another perspective in India. There was also quite a different operations structure than I have seen before. I suppose that I should have expected new things, as Japan and India are quite different!

**Q:** Cite some actions that made the team in India successful with their start-ups.

**A:** ★ KESAO ABE

Like my colleagues in Japan, the Indian team has the spirit and enthusiasm to produce good and cost effective products. The team were very open to the process changes that were implemented, and eager to take new steps to ensure that the project was completed on time and within budget.

**Q:** What advice would you give a colleague about travelling and working in a new country?

**A:** ★ KESAO ABE

Before arriving, I think that it extremely important that we should take the time to learn about the country, people, culture, and especially customs. The many countries within the Asia-Pacific region are quite unique, with an extraordinary history in some cases. I always think that it is good to travel with an open heart and open mind, so that you can really enjoy, and get the best out of the time that you spend as a guest in the country visited. It is very important to be respectful of your colleagues, but, I would recommend that you do not forget your own health (for example, bring enough medicines for your use – your prescription might not be available where you are travelling).

**Q:** How was your experience?

**A:** ★ KESAO ABE

Working with my Indian colleagues has been very interesting for me. I am sure that the team will keep up the good work that has been started and continue to improve on their skills. During my travels, I did miss my family in Japan, but was happy to be surrounded by such friendly and optimistic people! India is an extraordinary country, extremely vibrant and diverse and as a result unique. I look forward to my next visit to India.

END 

Q&A

