

### In power, Doosan brings it all together

At Doosan, we have built some of the world's largest and most-innovative power plants. Backed by proprietary technologies in major equipment fields including boilers, turbines, and generators, our comprehensive technical expertise spans every project aspect from basic materials and equipment manufacturing to plant engineering, construction, plant life extension and post-project services. This solid technical foundation combined with a global network and decades of experience in the power business ensures our customers get optimized, integrated solutions that meet and exceed their expectations. Talk to us soon about how we can do the same for your next power project.



# Bản Tin Mina News công ty TNHH công Nghiệp Nặng Doosan Việt Nam No: VION2



**MY COUNTRY - MY PRODUCTS - MY PRIDE** 

Page 08

### Bringing the good life to families around the globe

Whether it's computers for Copenhagen or tomatoes for Tokyo you'll find the mega cranes like the ones made by Doosan Vina's Material Handling Sys-







### **Building your tomorrow today**

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**Proud People, Proud Doosan** 



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### On the Cover

he picture on the cover shows a group of employees meeting and discussing a possible business opportunity. A meeting is relatively common thing, but when you consider how easy it is for miscommunication to occur and the serious impact that a misunderstanding can have on business, it's easy to see why communication is this issues' theme.

Here at Doosan Vina we have a complex communication environment that revolves around Vietnamese, Korean and English and adds a degree of difficulty to communication.

Most discussions here start with either: Hello, Xin Chào or 안녕하세요 and from there the opportunities for things to become challenging is immense, so we pay special attention to communication.

In the spirit of open communications and to greet our readers around the world we invite you to see if you can find a greeting in your native language on the graphic below.



### Can You Hear Me?

ommunication that is clear, concise and consistent was one of the three fundamentals set out in Doosan Vina's 2018 operational plan. The plan calls for communication improvements that result in actionable, measurable outcomes and Park Hong Ook CEO and General Director has created and been following a blueprint to address communication.

He has set an example by holding meetings and visiting stakeholders both internally and externally that are aimed at improving all interactions. Internally Park has held large meetings with hundreds of employees as well as participated in several small gatherings of key groups like our Change Agents.

Externally he's been meeting with important decision makers like: Vietnam's Prime Minister, Nguyen Xuan Phuc; The Chairman of Quang Ngai's Provincial People's Committee, Tran Ngoc Cang, and business leaders like the Chairman of Electricity of Vietnam, Duong Quang Thanh.

Park has also reached out to the media and met and addressed a group of 24 Journalists at a conference. These and other efforts by Park are all aimed at one thing; improving the communication and understanding between him and the people that are critical to the company's success.

We encourage you to take a minute and ask yourself who are the people and groups that you depend on for success. Are you communicating effectively with them? Are there things you can do to improve communications and relationships with them? If so develop a plan, discuss it with your supervisor and set it in motion to make it happen.

Another communication initiative of interest is the new Employee Group on Facebook which now has 700 employees as active members. With this group employees can share news with colleagues, find news about company events and network with one another. The group also allows us to communicate in near real time with employees and it expands the reach of DV Radio, DVTV and DV News.

Finally, in order for communication to improve there needs to be a two way exchange and to make that happen we'd really like to hear your thoughts on how we can improve communications with you. We encourage you to get involved by speaking with your supervisor, sending an e-mail, giving us a call or leaving your thoughts on the Doosan Employee FB page!

### **COMMUNICATION** >>>-

### **Open Communication and Dialogue**

mproving communication is one of CEO & General Director of Doosan Vina, Park Hong Ook's three primary objectives for 2018.

To help make this happen the Production Innovation (PI) Department organized a meeting between the CEO and the company's 24 Change Agents (CA's). The aim of the 5<sup>th</sup> of July meeting was to create a format that would enable open and direct discussions between the CEO and this group of vital stakeholders at the company.

Throughout the meeting CEO Park encouraged the CA's to "Speak freely without fear, both during and after the meeting, because frank discussion is the path that leads to meaningful communication and solutions." He went on and spoke at length on the importance and critical nature of the CA's role, "We need and depend on you to lead your group so that they can grasp and have a full understanding of how important 'continuous improvement' is to the individual, the team and the company."

The meeting focused on 37 questions that were presented to Park Hong Ook by the CA's, which he carefully and candidly answered to help the CA's better understand their mission and assignments.

This was the first such meeting between the CA's and the CEO which is planned to be repeated and expanded to encompass other groups and individuals.



Park Hong Ook, CEO & General Director of Doosan Vina explains CA's roles



The dialogue begins between CEO and CA's



Doosan Vina's Change Agents

### Doosan Heavy Industries & Construction along with Doosan Heavy Industries Vietnam announce the kickoff of the Nghi Son 2 Thermal Power Plant project in Vietnam

(DHIC) received the initial payment for the \$2.79 billion 1,330 MW Nghi Son 2 (NS-2) **Power Plant which formally signals commencement** lion was received by Doosan on June 24 from NS2PC, a of the project that was awarded in late 2014.

about 200 km southeast of Hanoi and will produce of Japan and Korea Electric Power Corporation (KEPthe power needed to continue fueling Vietnam's remarkable economic growth and development. For perspective NS-2 will generate enough electricity to in Vietnam that include the contracts for the Mong power an additional 6.8 million four person households in Vietnam and will improve living standards. These orders are based on the partnerships and trust and economic opportunity across the country.

The construction of NS-2 Thermal Power Plant is Doosan Vina and decision makers in Vietnam. scheduled for completion in July 2022 and will feature two separate high tech 665 MW supercritical boilers, high efficiency turbines and generating units. The two Vietnam's mechanical sector and the nation.

oosan Heavy Industries and Construction units will be constructed side by side, but be independent to allow for greater flexibility and efficiency.

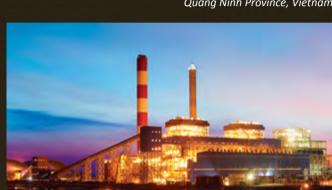
To commence construction a payment of \$170 mil-Vietnamese company which will be the owner opera-NS-2 will be built in Vietnam's Thanh Hoa Province tors and is a joint venture formed between Marubeni CO) of Korea.

> Since 2012, DHIC has won over \$6 billion in orders Duong-2, Song Hau-1, and Vinh Tan-4 power plants. that has been established over the years between

> Doosan Vina employs thousands of Vietnamese who are now playing an important part in developing

### Other Power Projects by Doosan Vina







1.200 MW Vinh Tan IV & 600 MW Vinh Tan IV E nh Thuan Province, Vietnam



1,200 MW Song Hau I Thermal Power Plant lau Giang Province, Vietnam



Architecture drawing of the Nghi Son 2 Power Plant

### Water for a Thirsty Planet: First shipment to the Shoaiba-4 Seawater Desalination Project



hoaiba-4 is a Seawater Desalination project of The Saline Water Conversion Corporation of the Kingdom of Saudi Arabia. It is designed to meet the potable water requirements of Saudi Arabia's second largest

city, Jeddah and the five million people who live in this coastal city on the Red Sea.

The Shoaiba desalination project will use a process known as reverse osmosis that forces seawater under great pressure through membranes that allows water to pass but blocks out salt and other impurities.

Once operational the Shoaiba-4 plant will produce 400,000 m<sup>3</sup> of fresh water per day. That is 146 billion liters per year which is enough water to fill a 50 meter wide, two meter deep swimming pool that would be a long as Vietnam. In total the four phases of the Shoaiba desalination facility will have a combined annual production of over 400 trillion liters per year.

The first of four shipments by Doosan Vina's Water Division for the Shoaiba-4 Seawater Reverse Osmosis (SWRO) desalination project departed from Doosan Vina's port on July 19th, 2018 and depending on weather conditions is expected to reach its destination in about three weeks. The shipment weigh

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The first batch of desalination equipment for the Shoaiba-4 SWRO desalination project in Saudi Arabia



The Doosan Vina "Made in Vietnam" desalination equipment is loaded for shipment to Saudi Arabia

566 tons and included 12 "Made in Vietnam" desalination pressure units, the piping and fittings as well as tanks to re-mineralize the desalinated water. Each SWRO desalination unit was 6.4m high, 6.4m wide and 8.3m long and the seven re-mineralization tanks were 5.6m tall, 5.6m wide and 10.60m long. The project will be divided into four shipments this year and the next three shipments are scheduled for: August 30th, September 30th and the final one is scheduled

Doosan Vina is 1,727 tons of desalination equipment. Because of the large scope of the project and desire to expedite production the work will be shared between Doosan Vina and other Doosan subsidiaries.

Shoaiba-4 is the first of many major SWRO desalination projects planned to be built in Saudi Arabia following the reorganization of the Kingdom's water sector in 2016.

project was signed by the Saline Water Conversion plying various regions in the Kingdom with desalinat-

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## Boiler's "Jump Up" Program



he concept of "Jump up" is to instill creative thinking and build a solid foundation that will ensure the quality and competitiveness of Boilers' high tech products for the global power sector now and for years

to come. The "Jump up" mission is to find solutions to these defining concerns, implement innovative plans that will address them, and set Boiler on a course that will position them as the top boiler producer in the world!

The launch was held on March 06<sup>th</sup> at the Training Center and involved 50 Boiler personnel and included the Director, Department Leaders, Section Managers, Engineers and other staffs from the Boiler offices and shop.

By thoroughly communicating the objectives and steps that the program would follow the team un-

derstood the plan and were able to execute the plan and achieve immediate results. During the launch workshop the participants discussed and presented a number of situations which they brainstormed & discussed solutions that would improve quality and prevent problems. The four main areas that "Jump up" deals with are: 1) Improving skills; 2) Enhancing EHS standards; 3) Keeping the work environment clean and tidy, and 4) Raising employee awareness in relation to; Helping one another, Understanding the production cycle and technology, Product processes and Improving radiographic test results. "Jump up" also involves the shops' EHS goals, Visualization, 3D5S, Set Wise and efforts to streamline production.

Phase Two of "Jump up" will focus on innovation by challenging the teams with activities that will create opportunities for them to develop their theoretical, practical, observation, and application skills.



Baek Ho Sik, Director of Boiler shop guides Dang Van Khanh on safe production



Discussion and intense debates



Officiating at the groundbreaking were: Le Viet Chu, Secretary of Quang Ngai Party Committee; Tran Ngoc trical controls, 16,000 pieces: Cang, Chairman of the Quang Ngai Provincial People's Committee; Nguyen Minh Tai, Director of the Dung Quat Economic Zone and Quang Ngai Industrial Parks Authority; Kim Myung Woo, President of Doosan Heavy Industries and Construction (Korea); Park Hong Ook, CEO and General Director of Doosan heavy Industries Vietnam; Pham Thi Thuy Kieu, Director of Vietcombank Quang Ngai and the CEO's of the six Korean companies.

The six new South Korean companies, their primary products or services and estimated annual production are:

Samshin Valve Vina Co. Ltd: Manufacture of industrial steel valves, 63,000 pieces:

CEO Pak Song Kab Korea; CEO Kang Tai Ryong Vietnam

Yoobong Vina Co. Ltd: Production of boiler tubing for heat exchangers, 300 tons:

CEO Seo Seuna Bum Korea

Wookwang Vietnam Co. Ltd: Manufacture of spring suspension and metal pipe support, 100 tons:

CEO Kim Bo Kyoung Vietnam

Kwana Jin Vietnam: Freiaht services and warehous-

CEO Kim Kyung Ho Korea; CEO Lee Chang Wook Vi-

Hanbit P&L Vina Co. Ltd: Packaging, customs clear-

CEO Roh Won Ki Korea; CEO Park Do Hyen Vietnam Nasan Electric Industries Co. Ltd: Manufacture elec-

CEO Moon Sung Chun Korea; CEO Yang Suk Vietnam Today's groundbreaking is the culmination of years of cooperation between the Quang Ngai Peoples Committee, the Dung Quat Economic Zone Authority, Doosan Heavy Industries and Construction, Doosan Heavy Industries Vietnam and the above six Korean companies.

Park Hong Ook, General Director of Doosan Vina said: "Today's groundbreaking is the result of many years of hard work by people in both Vietnam and Korea. The cooperation that has been established during the process is especially gratifying and I hope it is only the beginning of more Korean investors coming to Quang Ngai."

Le Viet Chu, Secretary of Quang Ngai Province speaking at the ground-breaking ceremony said, "today's kick off ceremony for six Korean companies is an indication of the confidence foreign companies have in Quang Ngai and our people."

Construction of the new facilities is to begin immediately and the companies plan to in operations soon.

### **MOU SIGNING** >>>

### Doosan Heavy Industries and Construction signs Wind Power MOU's



ark Gee-won Chairman and CEO of Doosan Heavy Industries and Construction (DHIC) signed agreements on Wind Power and Energy Storage Systems with Electricity Vietnam (EVN) in Hanoi, Vietnam.

EVN will support DHIC in securing a test site and permit for the 3 MW offshore wind power demonstration project and storage system. Under the agreement DHIC, acting as the EPC contractor will supply wind turbines and the energy storage system.

DHIC also signed an agreement on the development of a wind power project with CC1, a Vietnamese construction company that holds a wind power generating license for 105 MW. For this project DHIC will supply and provide maintenance services for the equipment of two wind farms in the Binh Thuan Province of Southern Vietnam.

The Vietnamese wind power market is considered to hold some of the greatest growth potential among the Southeast Asian countries. Vietnam plans to expand its wind power generation capacity from 800 MW by 2020 to 6,000 MW by 2030.

### **Vietnam-Korea Economic Cooperation MOU Signing Ceremony**



South Korean and Vietnamese officials pose during a signing ceremony for a wind farm project. From left: Tran Tuan Anh, Vietnam's Industry and Trade Minister; Duong Quang Thanh, Chairman of Electricity of Vietnam; Park Gee-won, Chairman of Doosan Heavy Industries & Construction; Yoo Hyang-yeol, President of Korea South-East Power, and Paik Un-qyu, Korea's Trade, Industry, and Energy Minister



Le Viet Chu, Secretary of Quang Ngai Party Committee, Kim Myung Woo, President of Doosan Heavy Industries and Construction from Korea (fifth and sixth from left) and representatives of the six Korean companies at the groundbreaking ceremony in Quang Ngai, Vietnam

### The Sixth Doosan Day of Community Service in Vietnam

he sixth Doosan Day of Community Service (DDCS) was held in Vietnam on April 24th 2018 and saw 114 volunteers from Doosan Vina invest a total of 570 hours in the community. Their efforts substantially improved life for their neighbors through the many projects they completed.

The day saw a wide range of service programs carried out and included the repair and renovation of the homes of two elderly neighbors and a top-to-bottom spruce up of the Phu Hoa Orphanage. Their hard work and personal DDCS commitment produced immediate, tangible and long lasting benefits for both the young and elderly of the community.

In addition the volunteer labor and the renovation and repair materials that were donated by Doosan Vina, the company also supplied equipment, furniture and household goods to the elderly and the orphans. The cost for this DDCS was 120 million VND

Volunteers painting at the Phu Hoa Orphanage

which does not include the labor expenses.

Vo Anh Vo of the MHS Shop and a DDCS volunteer said, "For me, the DDCS is an opportunity to give back to the community and it is also a learning experience, by giving back I feel good about myself, and as far as learning goes, DDCS is a chance to see just how lucky I am, which is priceless."

Sister Nguyen Thi Huong of the Phu Hoa Orphanage said, "These children were abandoned at birth and many were near death, we've tried our best to provide them with a loving, comfortable life that will allow them to become good citizens in the future."

DDCS is a global initiative by the Doosan Group to help improve life in the local communities where the company operates. Volunteers around the world from Doosan's 37 branches take on projects that are urgently needed by their neighbors.

Since beginning in 2014, the Doosan Group has



Volunteers give some doors a fresh coat of paint

provided approximately 320,000 hours of volunteer community service and the monetary support is estimated at well over a million dollars. In Vietnam Doosan Vina has invested nearly \$45,000 in its DDCS



Doosan Vina volunteers present gifts to children at the Phu Hoa Orphanage

program which has been used to purchase construction materials, paint, tools and needed items for the people of Quang Ngai.



Doosan Vina Volunteers at Phu Hoa Orphanage



The volunteers rally and are eager to get busy for the Doosan Day of Community Service in Quang Ngai Nguyen Ngoc Tien, Organizational Cul-



Nguyen Ngoc Tien, Organizational Culture with one of the elderly home owners



### International Women's Day Celebration at Doosan Vina

nis was the eighth Doosan Vina celebration of International Women's Day (IWD) and it was indeed a party! This year's event honored our female employees and

the compa-DOOSAN nam.

ny, their families and Viet-

the important contributions they make to

CEO Park Hong Ook speaking at the ceremony

The March 8<sup>th</sup> event featured speeches fun, entertainment and surprises.

The many activities gave the ladies an opportunity to meet, talk and enjoy the festivities prepared for them on their special day.

Events included music performances, magic shows, games, lucky draws, a special cake and a souvenir



CEO Park Hong Ook (third from left) and Doosan Vina female employees cut the special IWD cake

photo to mark the occasion.

Nguyen Thi Thuan of Production Innovation was one of the 190 female employees in attendance and said, "I'm very happy, this is a special time and the company doesn't have to do this, so it is from the heart and that means a lot, in addition to the flowers, gifts and more, the organizers went to great lengths to surprise me with a special video greeting from my husband, that is something I'll always cherish and remember."

At the ceremony, Park Hong Ook, CEO & General Director of Doosan Vina said, "Today is the first time, I have stood before a crowd of just women, and my first thought is that you are all beautiful flowers, you not only cover your role as wife and mother but also perform your work at the company with dedication and excellence, being able to perform all three with such love and enthusiasm is why you are the greatest. I wish all you lovely ladies health, happiness and a very happy International Women's Day!"



Doosan Vina's PR Team presented a special performance for IWD

Another gentleman at the event, Mai Ngoc Ha from External Relations said "Our company is in heavy industry and that might not be seems like something that would be of interest to a lady, but the company is concerned that everyone is involved and provides a wide variety of events that will be of interest to everyone. Thank you very much and best wishes to all of our ladies."



Team Leader Kim Ji Hyun (Planning Team) gives gifts to employees



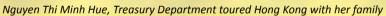
### Summer Vacation

multiplied by a factor of ten!

employees an opportunity to spend time with family vacation is thought to foster a work-life balance that

 $\mid$  t is often said that "a break is as good as a rest,"  $\mid$  and friends. Last year was the first time the compaand when you tie a break to a rest the benefits are ny tried the summer vacation for all employees and because it was so well received and deemed a grand From August 1st to 5th Doosan Vina was closed to give success, it was offered again this year. The summer







Nguyen Trung Du, Compliance Department spent DV's annual summer vacation with his son in Binh Thuan Province

and gives employees a break about halfway between the annual Tet holiday of last year and the New Year.

Huynh Cong Duc, IT Department shared "I consider myself lucky because I joined the Doosan Vina Fam- still in school." ily as soon as I graduated from university and have

helps sustain the health and wellbeing of employees grown with the company. Programs like the summer vacation are special and much appreciated by everyone, I'm quite excited and looking forward to a chance to spend time with my family, it makes me feel like I'm



### An example of Vietnam's Creative Genius

ice cracker or "banh trang" is considered a spe-bakers. cialty which is an integral part of many Vietnamese dishes in Quang Ngai Province.

Traditionally Rice Crackers are handmade by a process that has been handed down from generation to generation, but it is a time consuming process and can be hazardous.

Recognizing this and wanting to help, Nguyen No, a 32 year old engineer who works in Doosan Vina's Boiler shop designed and built a multi-function rice cracker only 15 seccracker baking machine to automate the process.

Nguyen No who grew up in Quang Ngai Province journey and come out understands very well the difficulties involved with the other end ready making rice crackers. With that as his starting point to be packaged. The he decided to turn a problem into and opportunity and made it his personal mission to find a solution that would increase production, reduce cost and improve safety for his neighborhood rice cracker bakers.

"Many people in the area make a living producing rice crackers; to bake about 200 rice cracker by hand three people have to sit beside a charcoal fire for four hours and the quality of the crackers is not good because of the coal." Said Nguyen No.

When he considered the high cost, the labor intensity and the danger he knew there had to be a better way; and that is when he put his creative genius to work to develop a machine that was faster, cheaper and safer!

The machine that Nguyen No came up with solves all three issues and was welcomed by the rice cracker

The machine has a conveyor belt that moves the rice cracker, which is about 30 cm in diameter through the machine where infrared lights cook the crackers as they travel through the machine. It takes the onds to complete its user can adjust the conveyor speed and temperature depending on the thickness of the cracker.



Nguyen No's initiative won him an Award at the Quang Ngai Technical Innovation Contest 2017

Ms. Hoa. one of the ladies who uses Nguyen No's creation said, "After three months of using this machine, my production has doubled, my time is reduced, costs are down and profits are up!"

In addition to helping his neighbors Nguyen No also entered his Rice Cracker Baker in the Quang Ngai Province Technical Innovation Contest 2017 and won the Encouragement Award for his efforts.

Congratulations Nguyen No, and can anyone think of a good name for his creation?



A Rice Cracker Baker ready for delivery



Ms. Hoa, one of the ladies who uses Nauyen No's Rice Cracker Baker



The Rice Cracker Baker has many users

### **Virtual Reality Tours for Visitors**

In order to provide visitors with a unique experience and an opportunity to tour our Korean production facilities while visiting us here in Vietnam, we recently added 3D Virtual Reality Goggles to our marketing and promotion tools with the goggles all a visitor needs to do is slip them on and instantly they'll feel like they are standing in one Doosan's Changwon factories in

Korea. They can look up, down or rotate and get a 3D, 360 degree perspective of how a turbine is produced, a casting in made or a nuclear reactor is built. The tours are available in English or Korean and can be reserved through the Public Relations Department.





Samsung virtual reality goggles

PR staff check and use Gear VR

### Boiler clean-up

A clean and organized environment is an important part of the 3D5S program because it promotes safety, health and quality.

An organized space also leads to an organized mind and that mindset gets transferred to ones work habits

pride in the quality of workmanship. Boiler has taken the initiative in this regard and is working hard to see that the spaces both in and outside the shop are neat, tidy and clean. The goal is to see that accidents are avoided, errors in production are minimized and un-



Fire is a major concern for any facility as it can injure employees, slow production and affect the whole company. To ensure that we have as little risk as possible EHS goes to great lengths to be sure that all fire Tuong apartment complex to be sure it is always in hazards are managed, contained and understood.

In the unlikely event that there should be an emer-

gency the fire brigade practices regularly and tests the automatic fire alarm system on a strict schedule across: the company, the dormitories and at the Van good working condition.





Doosan Vina Fire section checking the fire sprinklers

Nguyen Duc Tinh, Fire Prevention checks fire extinguishers

### **Quang Ngai Art Gallery Exhibits**

A photo contest titled "Quang Ngai Views 2018" was organized and launched by the Provincial Cultural and Arts Association on March 24th, 2018. The exhibit featured 918 photographs by 36 photographers from all over Quang Ngai.

one of which was the second place winner that was a photo of Doosan Vina employees and Chung Ang University Medical Center's doctors during our annual CSR medical service in Quang Ngai. The photo by award winning journalist Nguyen Dang Lam was cap-



### Training that is strategic & focused

Offering courses that communicate and advance the company's goals and objects through specialized training is foundational to: the company culture, the DoosanWay as-well-as our 2G philosophy which says "As employees grow, so shall the company grow!"

### **Intensive English Course**



Practice in basic English classes

Communication in a trilingual environment is a very complex process because even a slight mistranslation can cause grievous errors in production, costs or safety.

> The Intensive English course works to minimize miscommunication by offering advanced English to select personnel that have key positions and must communicate with foreigners on a routine basis. The business based course focuses on practice and is oriented toward everyday situations that one would encounter while on the job at Doosan Vina. The 120 hour course that began in April has 21 students and will last until September 2018. Students have an opportunity to improve their English through listening, speaking, reading and writing exercises. The twice per week four hour classes take place at the Training Center on Friday afternoons and Saturday mornings.

### Lean Tools & Soft Skills Course

between management and all other employees. Continuing to train and upgrade the skills of our CA's is a strategy used by the Production Innovation Depart-

ment to improve the communication, understanding and results of their 22 CA's. To begin they underwent Change Agents (CA) are a vital communication link an intense two day training course on "Lean" production tools and soft skills between March 27<sup>th</sup> and 29<sup>th</sup> that was designed to help them improve communication and enhance their performance.



### Orientation of New Employees

To be sure 16 new employees got started correctly and completely understood the policies, procedures and safety rules of the company the new recruits

went through a carefully managed Learning & Development Department orientation program that ran from October 2017 to April 2018 and covered all aspects of life at Doosan Vina. The orientation covered the organizational struc-

ture, the functions of each department, division and shop. It also covered important corporate programs like The Doosan-Way, Code of Conduct, Internal labor regulations,

the corporate culture and community activities.

In addition to classroom and mentoring, the training program also included outside team building activities at Khe 2 Beach to provide opportunities for members to network, develop friendships and have some fun.



13 new employees visit at dedicated Port of Doosan Vina

### **STEPS Course**

Following on the success of the first Strategic Thinking Enhancement through Problem Solving (STEPS) course held in September 2017, L&D held the third Steps course over five weeks running between April 18<sup>th</sup> and May 30<sup>th</sup>.

STEPS participants are nominated for the training by their managers and are given an opportunity to improve their strategic thinking and problem solving.

The course was led by two internal trainers, Ngo Thanh Ca and Nguyen Trong Khoi from the Learning & Development Department who exposed the 19 trainees to a combination of theory and practice. The participants were divided into five groups and tasked to use the seven steps of problem solving: Problem Definition, Problem Structure, Prioritization, Hypothesis and implementation plan, Hypothesis testing through analysis, Problem synthesis and conclusions, and Suggestions.



### **Awards for Clubs' Members**

Between May 12th and June 24th the clubs at Doosan Vina were very busy with 442 club members from 20 of our 30 clubs participating in a club activity. During this period, a range of activities and internal and open tournaments were organized by the clubs.

The activities were open to both members and nonmembers and from inside and outside the company. As an example, the Chinese Chess Club had an impressive tournament attracting eight teams from the Binh Son District alone.

Also during the period, 17 individual prizes were awarded for: First Prize in Table tennis, Table football, Reading, English, Taekwondo, Karate, Fishing, Body-



Clubs' members at the Review Ceremony

Oh Seuna Hun. Team Leader of Management Division (4th left) awards the Championship to QA/EHS Football Club

building, Chinese Chess, Badminton, Billiards and MHS Football; therein, there were a Best Player Prize for Open MHS Football, Top Scorer and the Best Goalwere awarded for the 2nd Futsal League, including a 3rd prize for the Boiler and Water Football Club, the ing.

2nd prize for MHS Football Club and the Championship for QA/EHS Football Club.

The clubs have continued to be an important way keeper of the 2nd Futsal League. Four team prizes for employees to engage their minds and bodies in activities to improve their health and general wellbe-

### **Karate Club Wins 10 medals in Danang**

On July 14th, Doosan Vina Karate Club participated in the 30th anniversary of Thanh Long Suzucho Karatedo in Da Nang and won 10 medals, including 3 golds.

There were 12 Suzucho Karatedo Clubs in six categories from six teams competing in the tournament, they included Quang Tri, Da Nang University, Thanh Long, Duc Dung, Tay Nguyen and Ho Chi Minh City University of Law. Doosan Vina Karate Club for Suzucho Karatedo and Da Nang University also joined this competition in two categories, Kata and Kumite.

Three honorable gold medals were awarded in Ku-



Doosan Vina Karate Club

mite for over-18-yearold males in the 65 kilo category, Kumite for under-14-yearold female in the 40 kilo category and Kata for under-14-yearold female in the 35 kilo category were awarded to three athletes Nguyen Van Linh, Nguyen Thi Trang and Dang Thi Kim Nguyen respectively.

After a hard and successful day, Doosan Vina Karate Club achieved impressive results with the addition of one silver medal and six bronze medals and three gold medals. This was a very encouraging achievement for Doosan Vina's Karate Club to have been able to do so well, considering that it was such a prestigious tournament that had many excellent clubs competing.



Le Thanh Cuong, a member of Doosan Vina Karate Club (red belt)

### **English Proficiency Test**

Doosan Vina's office staff have just completed English Proficiency Test (TOEIC standard) on 26th and 27th of June.

This year, there were 445 participants, including 11 Koreans. Candidates were divided into four groups and were tested in the four sessions on June 26th



A supervisor of Da Nang Academy English Center guides a candidate

and 27th under the supervision of Da Nang Academy English Center. The test consists of 200 questions, 100 listening sentences and 100 reading questions.

According to the majority of candidates, this test was somewhat harder than last year's; the reading part was quite long so they had to plan in order to complete the test. The test is an opportunity for the L&D Department to plan, strategize and design future training courses for employees.



Candidates check their names before the test

### **Reading Contest Closed and Awards**

The Reading Club contest organized by OC Security during April, May and June saw 12 readers participate and share the great books they read on the DV Reading Club Page on Facebook.

Interestingly, in addition to the company's members, there were also some old Doosan Vina members who are living abroad involved. Most of the books were motivational, self-development, health, novels, parenting skills and poetry.



A group of readers

The Reading Club awarded prizes to participants on June 18th based on attractive and clear content and the number of shares. Ngo Van Thin (NDE/MHS) was awarded the First Prize; Second Prizes went to Pham Hong Phuong (QA), Nguyen Minh Thang and Cao Ba Lam (Planning); other participants received Consolation Prizes.

Although "Sharing Books" came to an end, The Reading Club still hopes to receive more reviews of useful books on its social network pages with the aim of encouraging a reading culture and spreading the power knowledge that one can gain from books.



(Left-Right) Dao Thi Phuong (L&D Department) awards the Second Prize to Nguyen Minh Thang (PI Department) and Cao Ba Lam (PR Department)

### Doosan Dream Kindergarten Student Adventure

o see that the children attending the Doosan Dream Kindergarten get a well-rounded education and have a chance to experience and be exposed to life outside the kindergarten 32 children and teachers spent May 4th exploring life in Quang Ngai.

They began their adventure at Binh Tri Primary School so they could see what it will be like when they graduate and start elementary school, next they visited the Binh Dong Coastguard Barracks to learn about the important work of the Vietnamese Coast Guard. The final stop was at the Thien Dang Resort for some serious fun on the beach.

shown the classrooms and toured all over the campus. They also spent an hour in an actual class with other children and got to experience what it will be like once they start first grade.

At the Binh Dong Coastguard Barracks, the children met the men and women who serve to protect Vietnam's seacoast and saw how the seamen raised fresh vegetable in their garden and learned about the work of the Vietnamese Coastguard.

The last stop was perhaps the best in the eyes of the children as they had a chance to romp and play in the sand and the sea at Thien Dang Resort before heading home.



