

Global KOGAS,

Our Vision, Strategy and Performance



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1-1 Overview of KOGAS

Company Name	Korea Gas Corporation(KOGAS)
President & CEO	Choo, Kang -Soo
Establishment	August 18 , 1983
Employees	<i>2,931 persons ('11.06)</i>
Total Sales	22 Million USD
Total Assets	24 Million USD
Natural Gas Sales	31 Million TONS
Credit Ratings	A(S&P), A2(Moody's), A+(R&I)

1-3. The World Class KOGAS

1st

- Number 1 buyer
(Imported 32 million ton,2010)
- Number 1 Storage Capacity

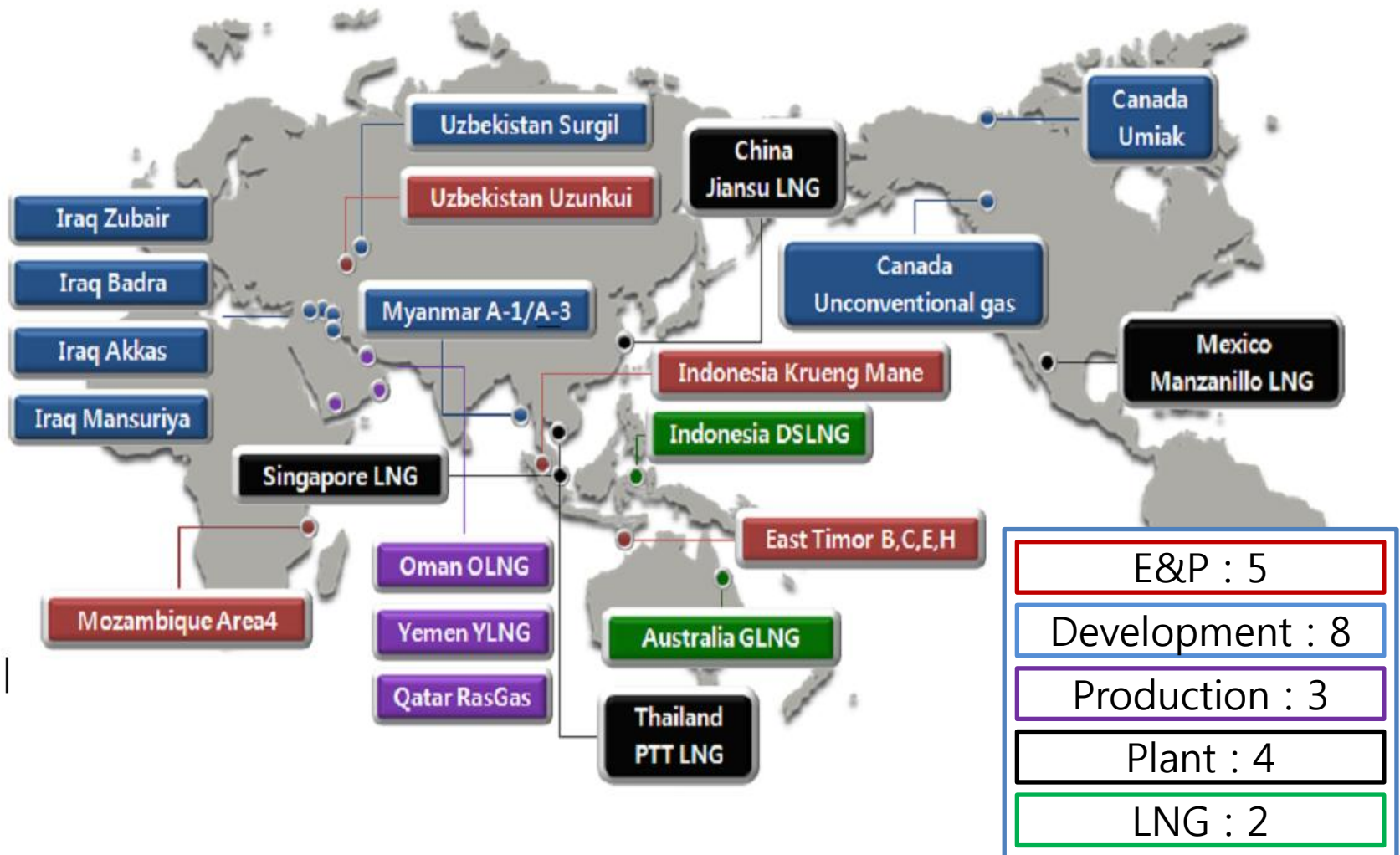
**World's
largest**

- Developing 207,000kℓ-Class Tank
at Samcheok Terminal

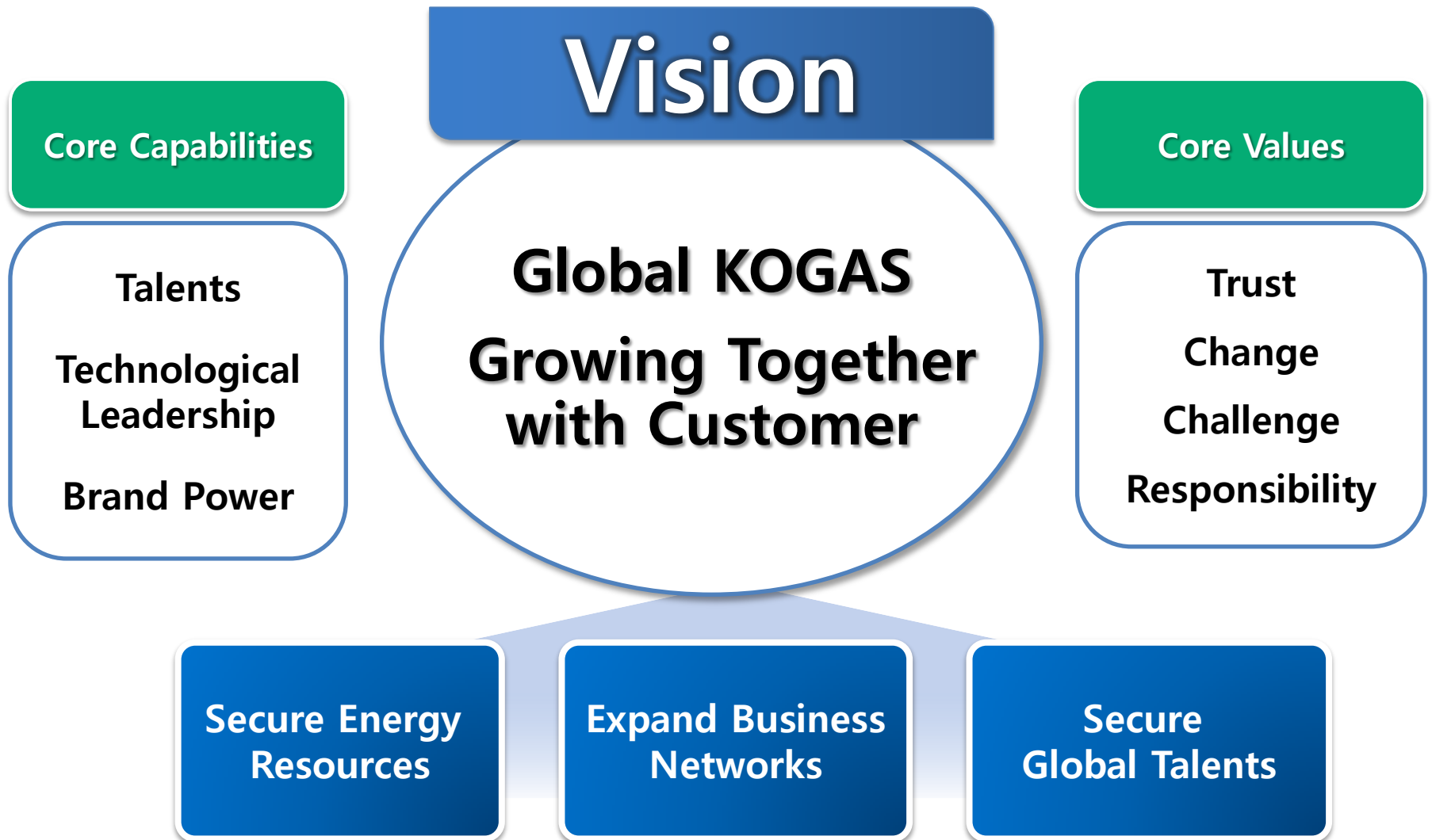
**Most
Admired**

- 4th Most Admired Energy
Company by Fortune
- Two notches up from last year

1-4 Overview of Overseas Projects



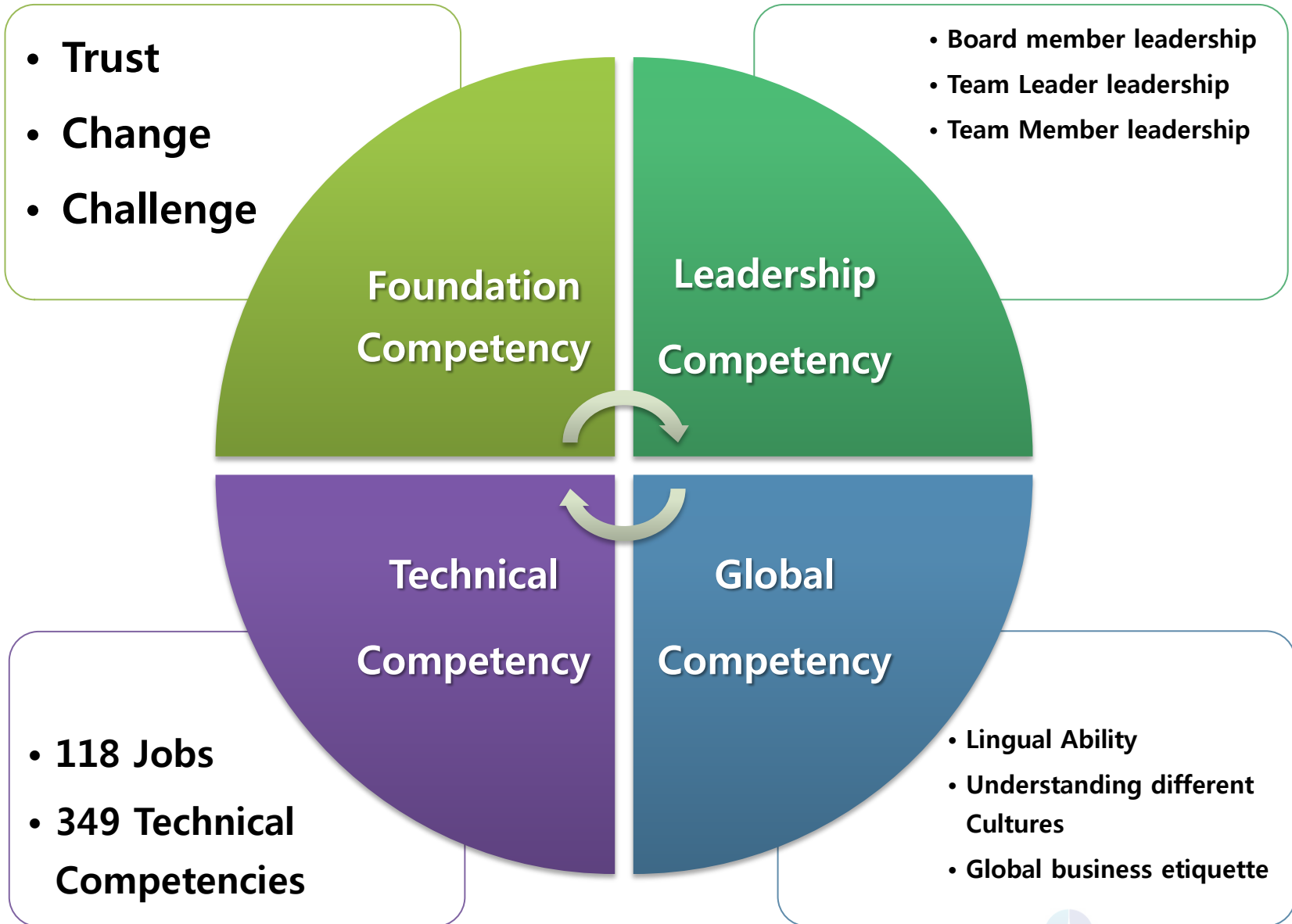
2. Vision of KOGAS



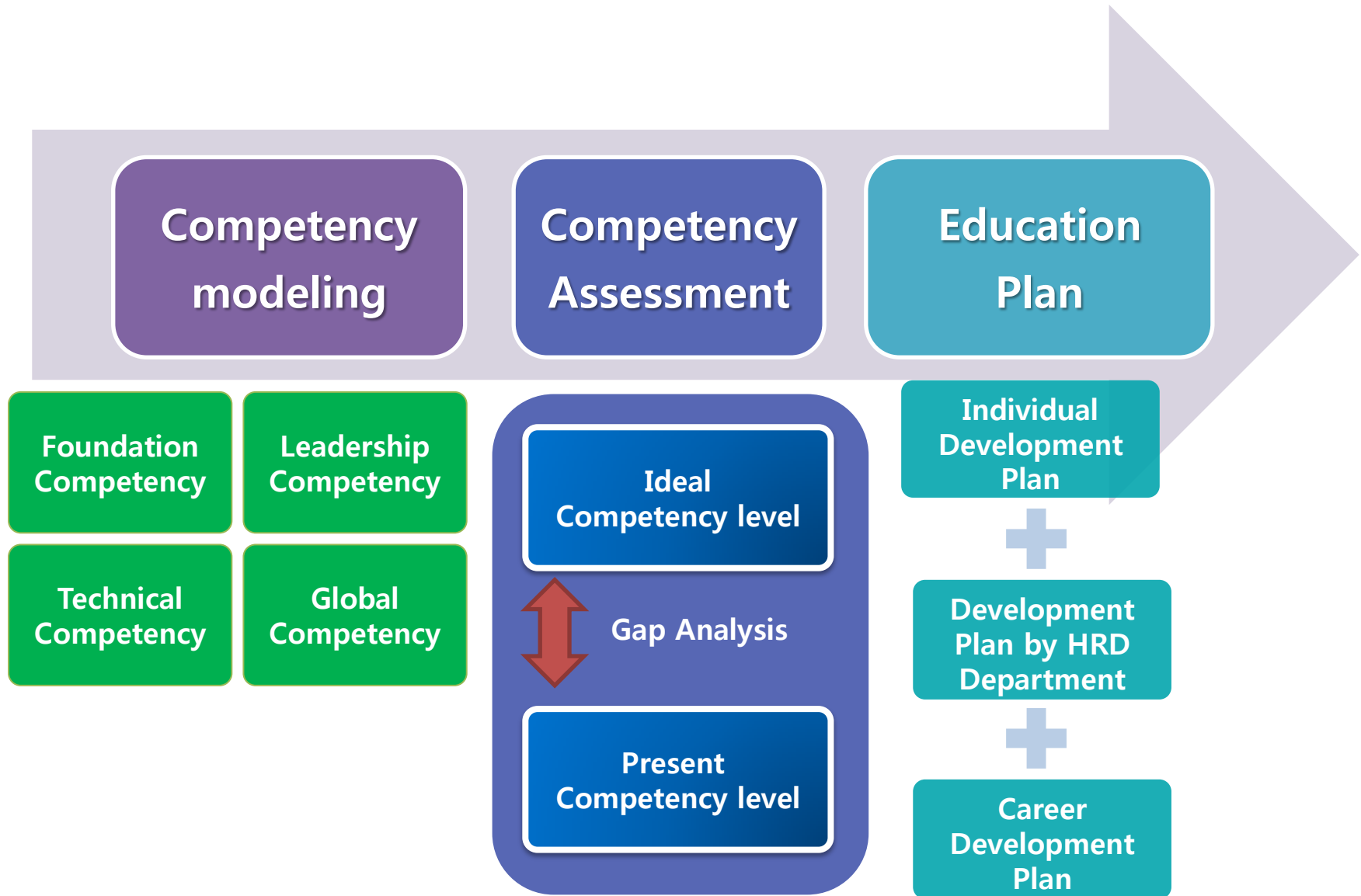
3. HRD Strategy



4. KOGAS Competency Modeling



5. KOGAS HRD Process



6. Dual System

Organization Development(OD)

Foundation Competency

Leadership Competency

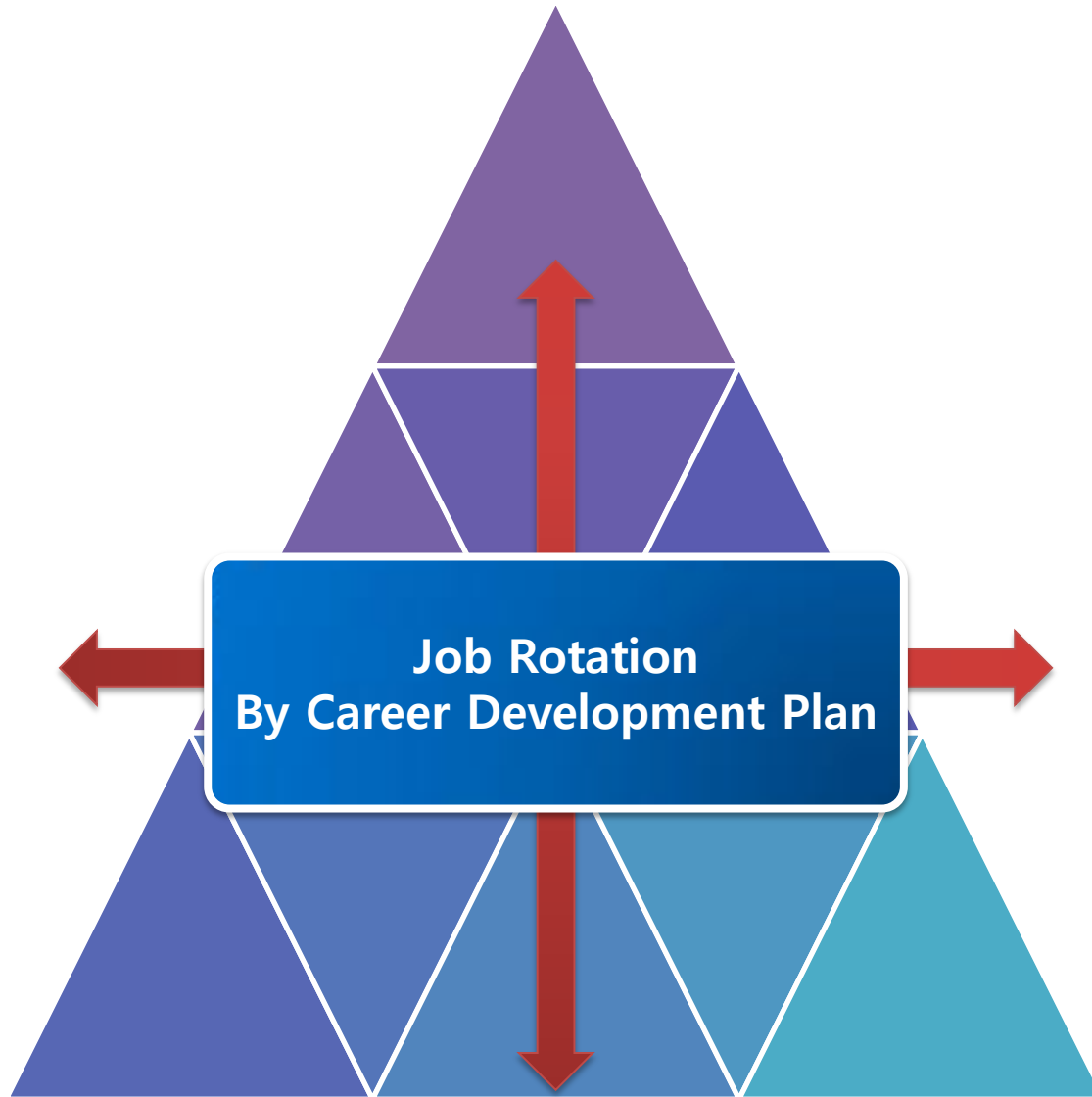
Self Development(SD)

Technical Competency

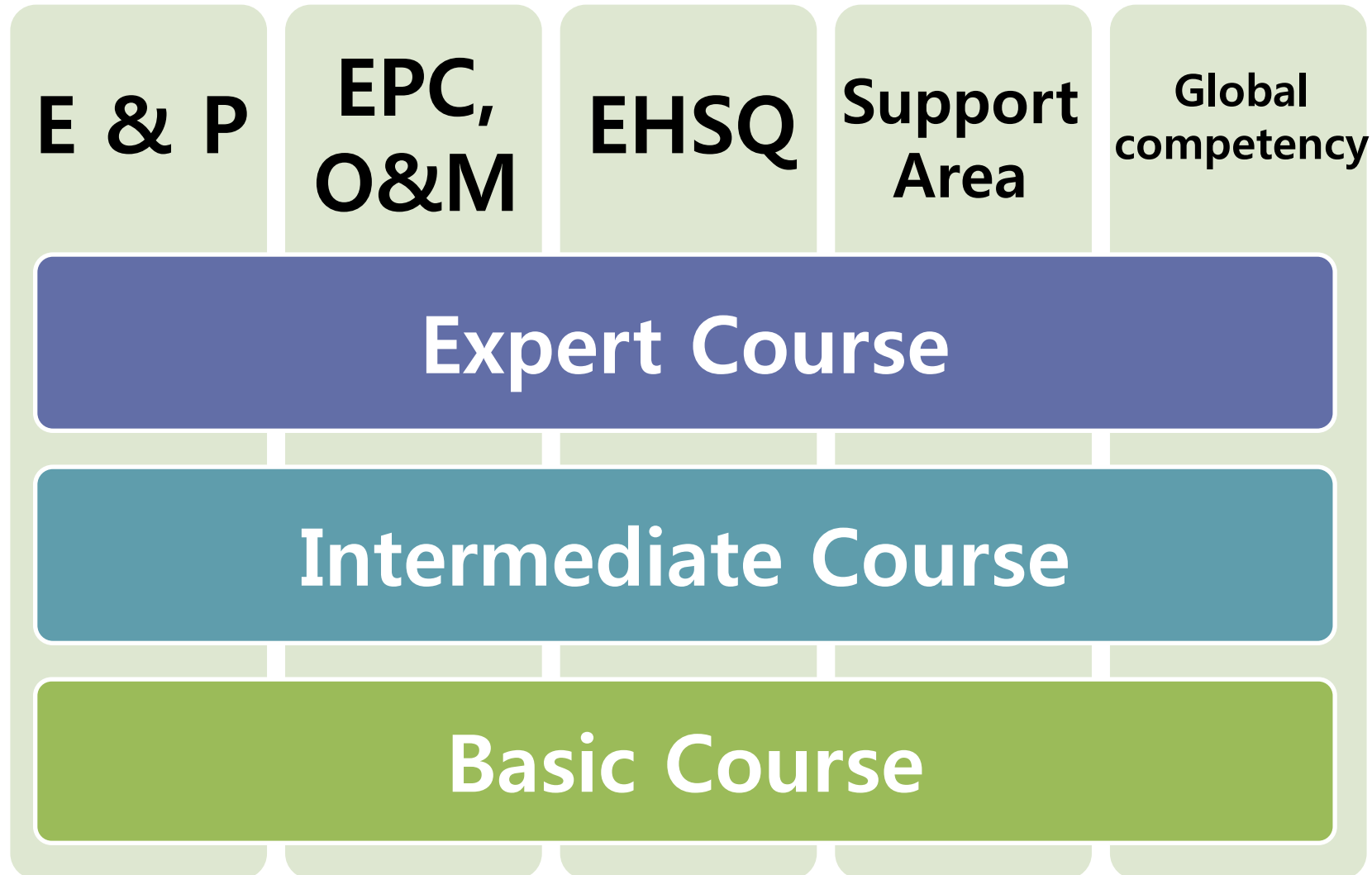
Global Competency

Global KOGAS
Growing Together
with Customer

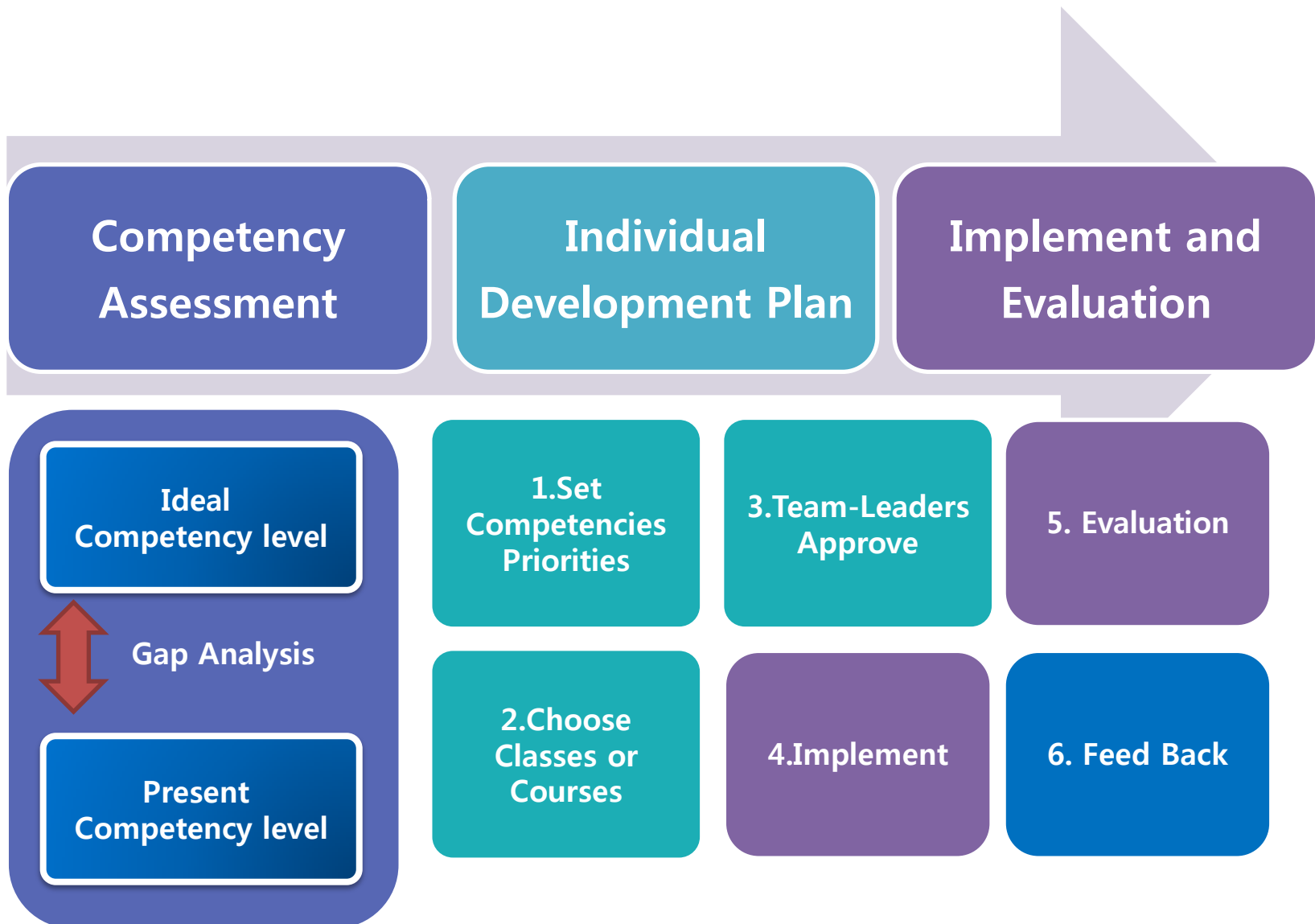
7-1. Career Development Plan(CDP)



7-2. HRD Master Plan for Overseas Project



8-1. Individual Development Plan(IDP)



8-2. Community of Practice(COP)

Structure Cop



Activate Cop



Sharing Cop's Knowledge



Evaluation and Reward



Utilize Cop's Knowledge

9-1. KOGAS HRD Master Plan



9-2. KOGAS HRD Course

	Foundation competency	Leadership competency	Technical competency	Global competency
executives				
Team Leaders				
Team members				

Competency Area	Foundation	Leadership	Technical	Global
executives	E / Learning	Manager Course	Overseas Training	Intensive Course
Team Leaders	Team Workshop	ICPI	Training Course	In/House Training
Team members	Core value	Promotion Course	E / Learning	E / Learning
				Phone Tutoring

10. KOGAS HRD-Team Performance

	2009	2010	2011
Total Expenditure (Thousand, USD)	6,528	7,943	9,371
Number of Employees	2,796	2,862	2,960
Per Expenditure (USD)	2,335	2,775	3,176
Number of Training Courses	347	605	897
Per Training Time (Hours)	101	102	108
Number of Trainees	16,813	16,974	21,124

10-1. KOGAS HRD-Team Performance

2010 한국의경영대상 인재경영대상

대 상
한국가스공사

귀사는 총체적 경영혁신활동을 통해 탁월한 경영 성과와 고객가치를 창출하여 국가경제와 산업발전에 기여한 공로가 크며, 특히 2010년 한국의경영대상 심사결과 그 성과가 인정되므로 이 상을 드립니다.

2010년 10월 12일

한국능률협회
회장 이봉서

한국능률협회인쇄부
대표이사 김 중 팀
이 상을 시상기록에 등재할 예정입니다.

