



**IADC/SPE  
Conference and Exhibition**

4-6 March 2008

Orlando, Florida, USA • Caribe Royale Orlando



# Roadmap to the Future: People and Processes

## Plenary Session





# Roadmap to the Future: People and Processes

- Demand for people stands at its highest level in more than a quarter of a century
- Experienced people are crossing the threshold to retirement
- How can we accelerate new hires to meet demand predictions?
- What processes and methods will we evolve to sustain growth in the future?
- Will recruitment sources and techniques of today be the same for tomorrow?





# Roadmap to the Future: People and Processes



Moderator:

**Ford Brett**

President, Petroskills Oil and  
Gas Consultants International



# Roadmap to the Future: People and Processes

## Panelists:

**Ross Richardson**

**Director, HR, HSEQ and Training, KCA DEUTAG**

**Didier Charreton**

**VP Human Resources – BHI Corporate, Baker Hughes**

**Walter Simpson**

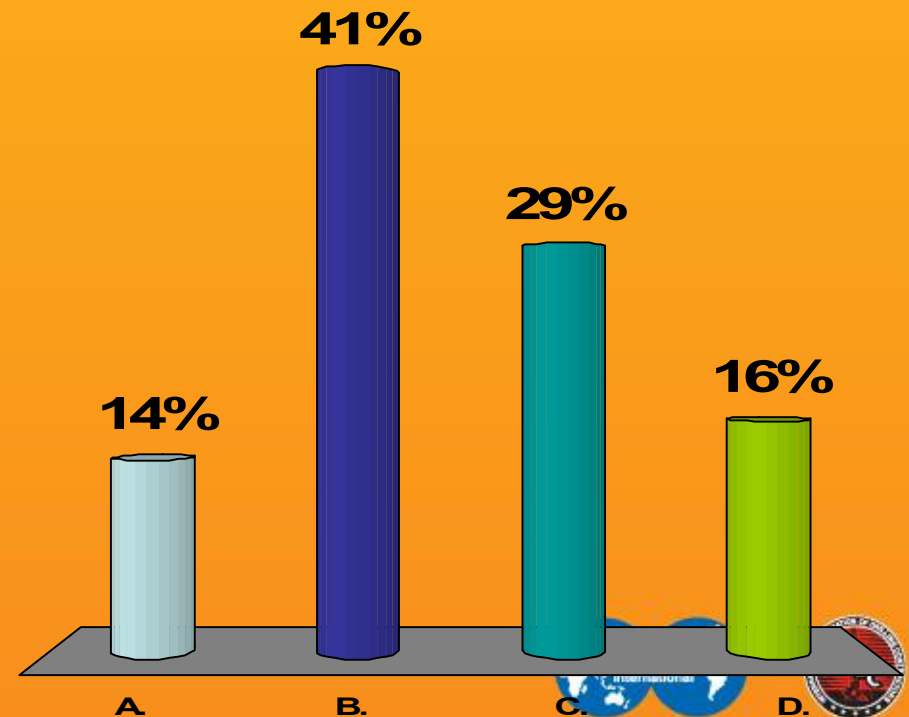
**General Manager, Operations and Well Engineering,  
BG Group**





How much did **YOU** personally cost the industry by mistakes, inaction or otherwise preventable in your first three years of working?

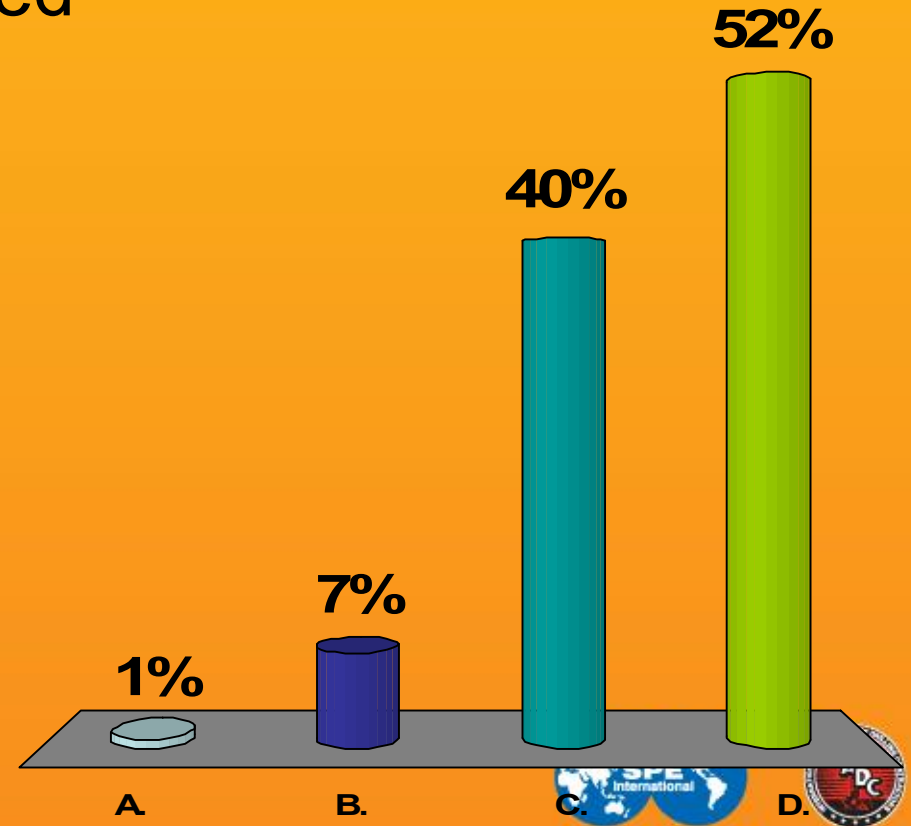
- A. Less than 1 yr salary
- B. About 1 yr salary
- C. Several times 1 yr salary
- D. Don't know





# IS THERE REALLY A PROBLEM STAFFING FUTURE DRILLING ACTIVITY?

- A. No, we've already solved any problems there might have been
- B. Yes, but it's minor problems
- C. Yes, it's a significant problem
- D. Yes, it's bad, and it will get much worse!



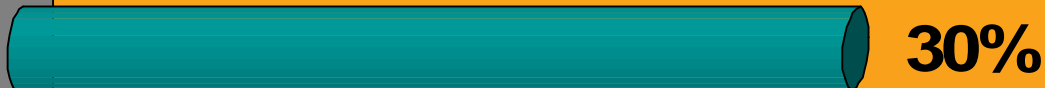


# DO YOU WORK FOR AN:

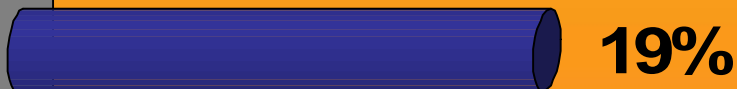
**A. Operator**



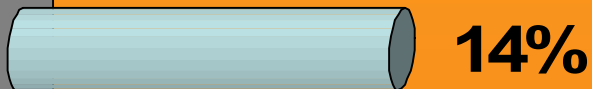
**B. Service Company**



**C. Drilling Contractor**



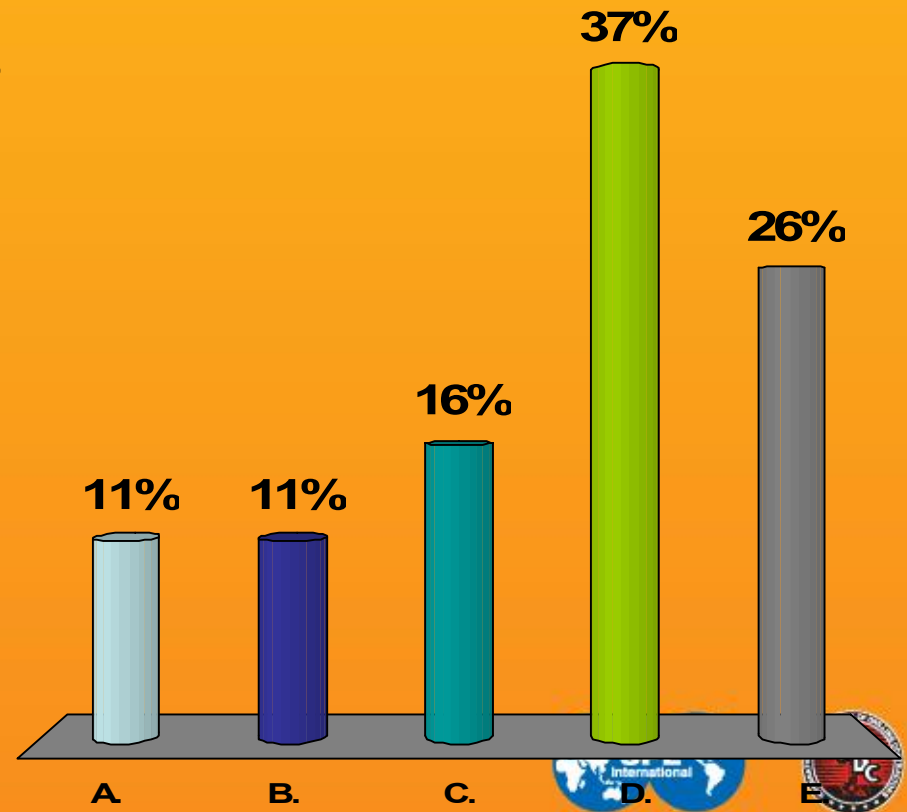
**D. Other**





# HOW MANY YEARS IN THE INDUSTRY

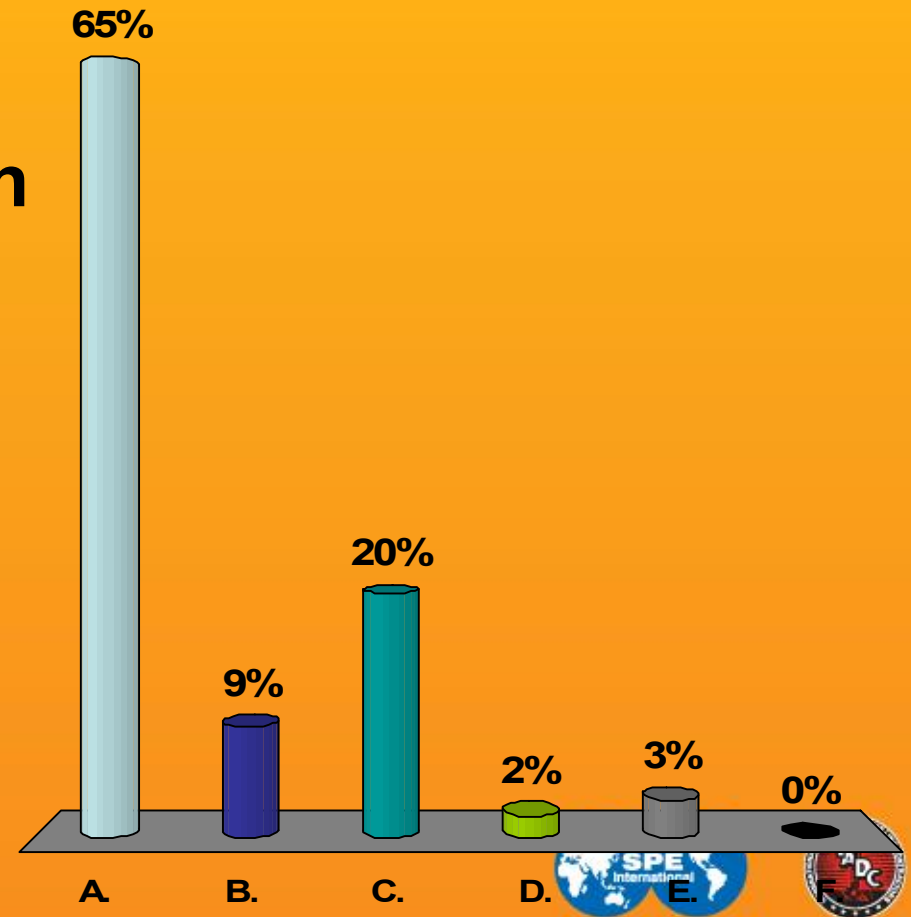
- A. Less than 5 years**
- B. 5 to 10 years**
- C. 11 to 20 years**
- D. 21 to 30 years**
- E. More than 30**





# WHERE IS YOUR BASE?

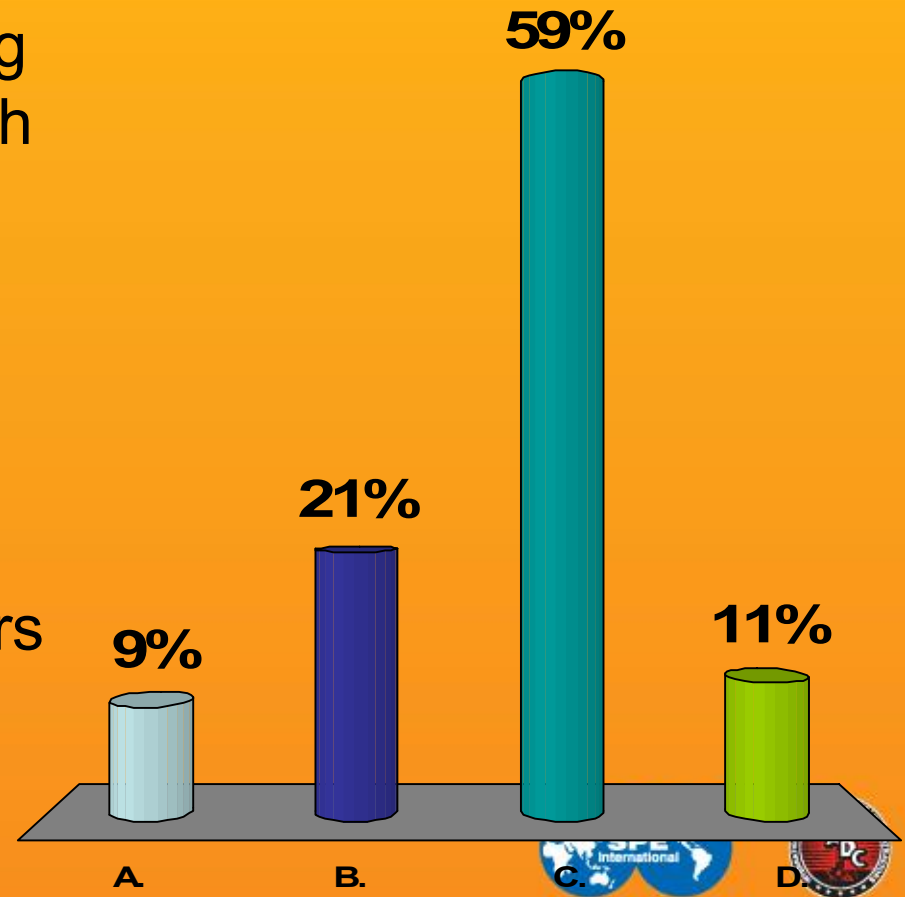
- A. North America
- B. S. America/Caribbean
- C. Europe
- D. Asia
- E. Middle East
- F. Africa





# IF THERE IS A STAFFING PROBLEM, THE BIGGEST CONCERN IS:

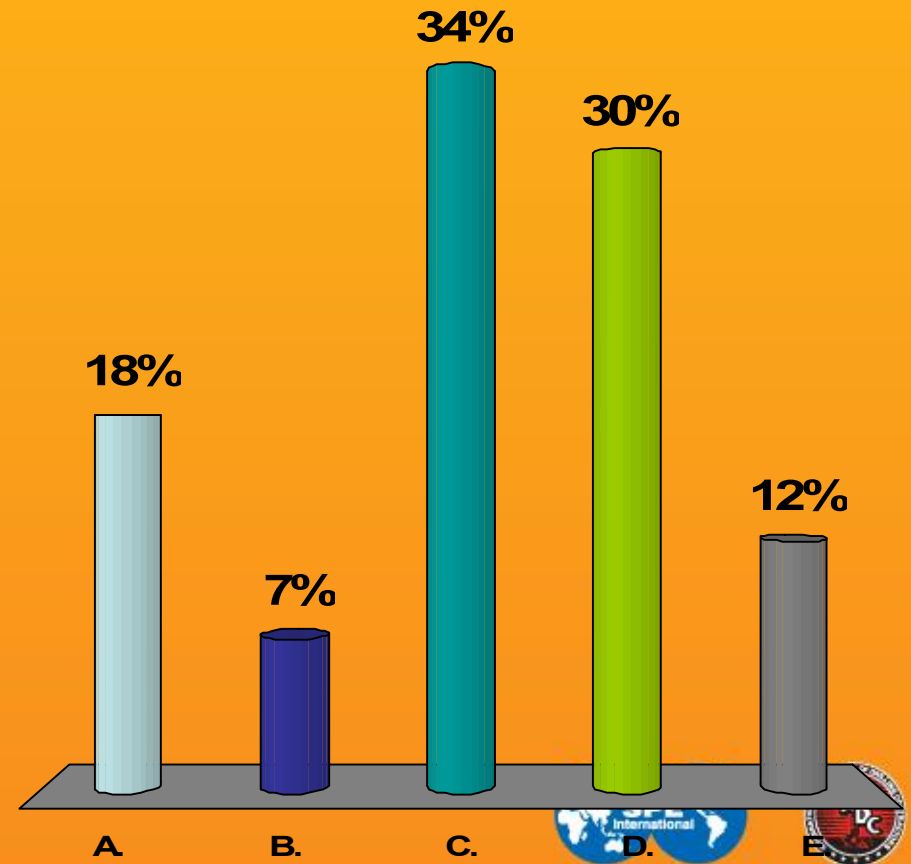
- A. Hiring enough warm young bodies into an industry with a poor image?
- B. Hiring enough educated sophisticated talent?
- C. Moving young employees to full competence faster?
- D. Incentives for the old timers to stick around longer?





# DO YOU BELIEVE YOUR COMPANY HAS DEVELOPED A WORKABLE PLAN FOR ADDRESSING FUTURE PERSONNEL NEEDS?

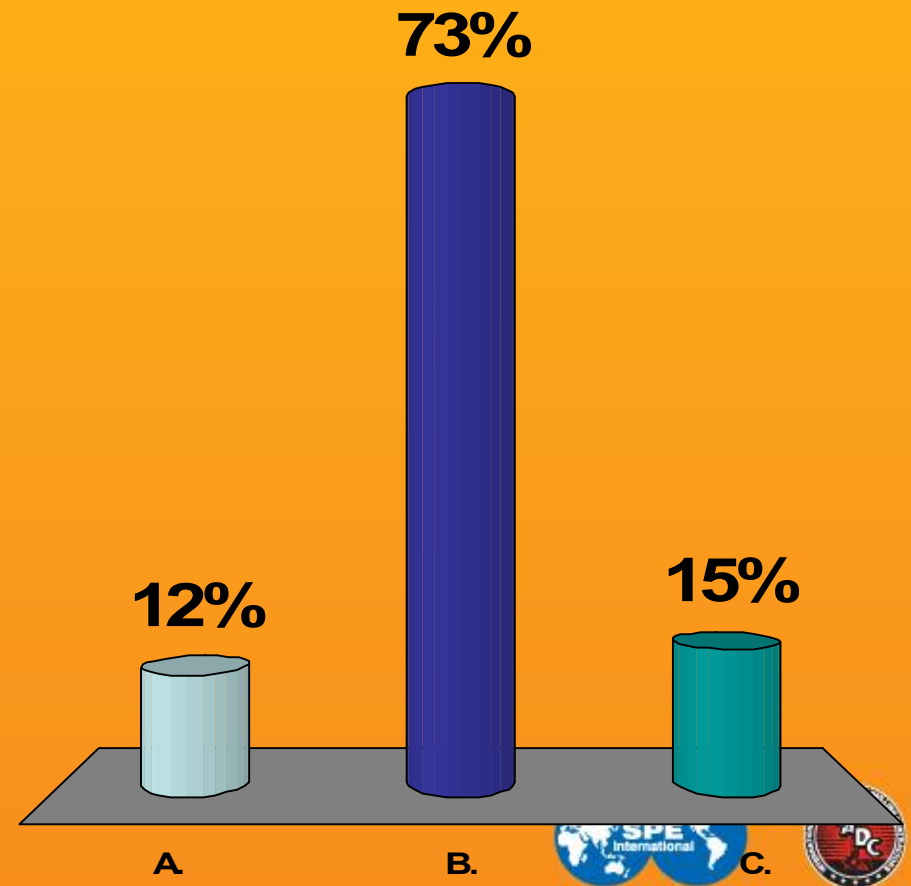
- A. NO! I'm really worried.
- B. No, and I don't care. I'm waiting for the next package.
- C. Yes, but we're just getting started
- D. Yes, we have a plan implemented but it's having limited success
- E. Yes, and it's been successful in reaching a sustainable position





# APPLYING MORE SOPHISTICATED TECHNOLOGY IN DRILLING WILL:

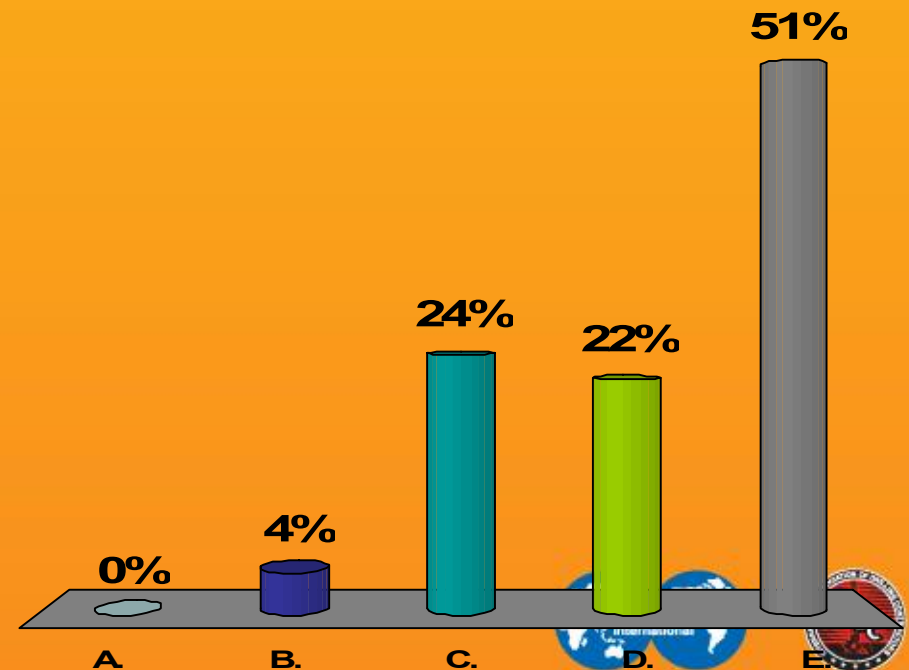
- A. Save us by reducing the number of people we need to hire
- B. Make our problems worse by requiring the same number of people but with higher skill/education levels
- C. Not really affect the personnel side of the equation





From your experience, on average, about how long does it take to train a fully qualified **DRILLER** from a complete new hire?

- A. 1yr
- B. 2 yrs
- C. 3 yrs
- D. 4 yrs
- E. 5 + yrs





From your experience, on average, about how long does it take to train a fully qualified **DRILLING ENGINEER** from a complete new hire?

- A. 1yr
- B. 2 yrs
- C. 3 yrs
- D. 4 yrs
- E. 5 + yrs

