

International Association of Drilling Contractors



Workforce Development Committee Meeting

19 July 2017

IADC

10370 Richmond Ave, Suite 760

Houston, TX. 77042

MINUTES

12:00 – 12:30	LUNCH
12:30 – 12:45	<p>Welcome, Call to Order, Introductions</p> <p>Facility Orientation/Safety Briefing, IADC Antitrust Policy, & Introductions <i>Brooke Polk, IADC</i></p> <p>Ms. Polk provided a facility orientation and safety briefing. She then reviewed IADC’s anti-trust policy and asked for introductions.</p>
12:45 – 1:00	<p>Safety Moment</p> <ul style="list-style-type: none"> • Show caution when riding bikes after a rain and avoid slippery bridges going to. Wear helmets when riding bikes. • Don’t allow small tasks around ones home to be a safety risk. An example of standing on a chair to change out a smoke detector was provided. Take the time to do things safely. • A committee participant shared that the American Red Cross has a program that provides smoke detectors to people who don’t have them, and they provide batteries for detectors if people need them. • Maintain good situation awareness even if you think there are safety barriers.
1:00 – 1:45	<p>Addressing Diversity & Inclusion in Oil and Gas <i>Vera Verdree, PhD.</i> <i>Sr. Global Competence Manager, Baker Hughes, a GE Company</i></p> <p>Diversity and inclusion are more important now than it was even 10 years ago. Technology is revolutionizing the O&G industry, and we have to navigate through common disruptions in our industry.</p> <p>A 2015 study showed that 94% say diversity is key to navigating through disruption; 61% say there is a financial benefit; and 73% say their companies are not prepared to attract new talent from the underrepresented groups. In O&G, only 17% comprise women and people of color.</p> <p>The attendees discussed their own experiences with recruiting these underrepresented groups to our industry. See the recent article in <i>Rigzone</i> about perceptions of our industry. Two college interns attending our meeting provided suggestions for recruiting new talent (e.g., by going out to the universities and reaching out to the special interest groups where the young talent currently is and also by offering some positions just for new college graduates). Later, one of the interns added that companies should send out a diverse group of recruiters to represent them if they want to hire a diverse population. If all the recruiters at the table are the same gender, race, etc., then the other gender or other races are less likely to approach them and</p>

International Association of Drilling Contractors

	<p>communicate their interest.</p> <p>Companies with the highest percentage of racial diversity have 15x more sales compared with those with low percentages of diversity. (Herring, 2009). Dr. Verdree provided additional statistics like this one.</p> <p>Part of the problem is that company leaders believe they have a higher percentage of women in leadership roles than they actually do. Companies don't have formal systems for tracking the progress of their female employees.</p> <p>Men and women have a different perspective about why there are not as many women in our industry: Men tend to think the talent is just not looking for jobs in our industry, and women think it is hard to have a family and work in our industry. Meeting attendees pointed out issues with sending women to other countries that culturally do not see women in leadership roles. A female attendee who travels the world for business explained that the reality is that women have different types of opportunities but have to take a different approach in order to capitalize on those opportunities. For example, women can often develop relationships with leaders in those countries that lead to invitations to family dinners and therefore more informal business conversations (subject to less "male bravado"), but this also may depend on the job position/title and experience of the woman.</p> <p>Best Practice Examples:</p> <p>Chevron—"The Chevron Way: Engineering Opportunities for Women"</p> <ul style="list-style-type: none"> • Personnel Development Committee • Diversity Action Plans • Career Development Plans <p>Note: These efforts increased women representation by about 4% within a few years.</p> <p>BP—"Global Path to Diversity and Inclusion"</p> <ul style="list-style-type: none"> • Created a D&I function • "Rules of the Road" (minimum requirements for recruiting) • Flexible work options <p>Shell—"Valuing and Leveraging Diversity to Become a Model of Inclusiveness"</p> <ul style="list-style-type: none"> • Structure tied to diversity performance • Formal systems and process at the global level • Managers and employees in diversity-related functions evaluated against performance • Performance contracts to include diversity-oriented classes/events <p>Dr. Verdree also discussed the value of network and affinity groups and explained that they "exist not only to benefit their own group members. . . . They strategically work both inwardly and outwardly to edify group members as well as their companies as a whole."</p> <p>One meeting attendee said it is good to have mentors, but new employees really need to look for diverse mentors.</p>
<p>1:45 – 2:30</p>	<p>Personality Assessments for Leadership Development <i>Bonnie Monych</i> <i>Performance Specialist, Insperity</i></p> <p>Personality assessments can be useful in team-building and in improving communication within an organization. Ms. Monych presented the DISC method of behavioral assessment,</p>

International Association of Drilling Contractors

	<p>how it works, and the value she has seen in using this method.</p> <p>The DICS model focuses on an individual’s natural style of communicating, styles the individual can easily adjust to, and styles that are challenging for individuals to communicate with.</p> <p>The presentation outlined the various classifications possibilities for an individual based on an assessment. Characteristics of each style were discussed. The presentation went on to examine the best way to communicate with various styles based on an individual’s identified style.</p>
2:30 – 2:45	BREAK
2:45 – 3:30	<p>Coaching through Change <i>Sharon Lucas, MS, ISD</i> <i>President, CDT3, LLC.</i></p> <p>The meeting attendees discussed how the industry is changing and how their companies are dealing with these changes.</p> <p>Mrs. Lucas explained that “change is changing.” The scope of the changes, types of changes, and ways we deal with it are changing. As this happens, companies need managers that are “change-ready.” We also need change-ready employees. We also need “change champions.” Communication is key.</p> <p>Her company studied rig workers and found that they were not the personality types they expected; rather than driver types, they were more of the analytical rule-followers.</p> <p>The group discussed the difference between empathy and sympathy in terms of our ability to relate to people’s change resistors. Different personalities relate to change differently.</p> <p>Ms. Lucas’ objectives through her presentation were as follows:</p> <ul style="list-style-type: none"> • Understand the fundamentals of change. • Understand how different styles react to change. • Know how to recognize resistance to change. • Understand how to effectively coach people through change. <p>Ms. Lucas discussed the different ways people react to change and the reasons for resistance to change.</p>
3:30 – 3:45	<p>IADC Updates <i>IADC Staff</i></p> <p>MS. Polk discussed the new WellSharp Well Servicing/Intervention curriculum roll out. It was mentioned that all curricula would go out to training providers around mid-August. IADC’s Accreditation & Credentialing Division will begin accepting transition applications for technical review 15 September 2017. Training providers have until 15 December 2017 to submit a transition application. Any applications received after 15 December 2017 will be treated as a new application. The anticipated launch of the program is March 2018.</p>
3:45-4:00	<p>Future Meeting Topics / Next Meeting <i>Brooke Polk</i></p> <p>It was decided that committee participants would email Brooke Polk with topics of</p>

International Association of Drilling Contractors

	interest for the next committee meeting.
4:00	ADJOURNMENT

Attendance:

Name		Company Name
Ludmila	Paul	ATLANTICA MANAGEMENT
Austa	McKendrick	ATLAS KNOWLEDGE GROUP
Meta	Rousseau	BLACKHAWK SPECIALTY TOOLS
Sean	Sullivan	ENSCO PLC
Crystal	Sherman	ENSCO PLC
Fidel	Garcia	FALCK SAFETY SERVICES
Jessica	Selvidge	FALCK SAFETY SERVICES
Brandon	Patterson	HOUSTON COMMUNITY COLLEGE
Kristin	Blissit	IADC
Brooke	Polk	IADC
Patty	Tydings	IADC
Ryan	Mahoney	IADC
Tina	Dealy	LONE STAR COLLEGE
Shortel	Brent	LONE STAR COLLEGE
Ken	Bullock	MUNSCH HARDT KOPF & HARR
Brandon	Grosvenor	NATIONAL OILWELL VARCO
Angela	Murphy	NOBLE DRILLING SERVICES INC.
Andrew	Warren	NORTHWEST TECHNICAL SOLUTIONS
Simone	Arceneaux	PACIFIC DRILLING
Steve	Thomas	PACIFIC DRILLING
Scott	Randall	PLUS ALPHA RISK MANAGEMENT
Rick	Sperandio	REACH
Eliot	Doyle	ROWAN COMPANIES
Larry	Schmermund	SMITH MASON & COMPANY, LLC
Barry	Cooper	WELL CONTROL SCHOOL
Vicki	Watkins	WEST TEXAS TRAINING CENTER

All meetings must have a written agenda that is circulated prior to the meeting. Attendees must strictly follow the agenda. Topics not on the agenda must be deferred until a later meeting. Meeting minutes will be posted on the Committee's website following endorsement by Committee leadership and meeting attendees. Attendees should be aware that: 1. There may be audio recordings of meetings, for purposes of facilitating capture of meeting minutes; and 2. The final published minutes will include a record of who attended the meeting. The audio recordings shall be destroyed immediately following endorsement of the minutes. IADC Committee activities are governed by IADC's Antitrust Policy and Guidelines. [Click here for information on the policy and guidelines.](#)