

International Association of Drilling Contractors



**IADC Joint HSE & Workforce Development
Committee Meeting
4 February 2019**

**Meeting held at:
Omni Houston Hotel Westside**

MINUTES

(unabridged)

ATTENDEES	<ul style="list-style-type: none"> • Eliot Doyle, Rowan • Nolan Habegger, BHGE • Laurie Knape, AVETTA • David Wedlake, BP • Wade Deer, H&P • Ajan Lee Drake, Latshaw • Andrea Jones, Maersk Drilling • Debra Gray, Maersk Drilling • Clyde Loll, Nabors • Andrew Warren, OTC Solutions • Vicki Watkins, West Texas Safety • Shay Hill, Rowan <ul style="list-style-type: none"> • Mark Denkowski, IADC • Rhett Winter, IADC • Brooke Polk, IADC • Patty Tydings, IADC • Christine Lederer, Precision • Jennifer Medcalf, The Reach Group • Corey Dorn, H&P • Jane Murphy, Intertek • Matt Daugherty, Noble • Dave Massey, The Reach Group • Mariana Carvalho, IOGP
ACTION ITEMS & DECISIONS	<p>Action Items</p> <ul style="list-style-type: none"> • N/A
1:00 – 1:10	<p>Call-to-Order, Facility Briefing, Introductions, Safety Moment</p> <p>Eliot Doyle (Rowan) called the meeting to order. All attendee introduced themselves.</p> <p>An OMNI employee provided the facility briefing.</p> <p>Clyde Loll (Nabors Drilling) asked for a safety moment. Richard Quick offered a summary of recent injuries during running casing. Most of these injuries involved broken fingers resulting from the hand going into the casing. He says there is a simple solution to this, which is included in the JSAs for such jobs. The problem: Rig crews are not adhering to safety protocols.</p>
1:10 – 1:20	<p>IADC Update</p> <p>Brooke Polk provided an update on Accreditation and Credentialing projects:</p> <ul style="list-style-type: none"> • RigPass 2.0 is anticipated to launch beginning of Q2. Part of the development is a revised curriculum with defined learning objectives as well as a digital version of the new RigPass-to-Go with enhancements for user engagement and interaction. • WellSharp Well Servicing Introductory course is launching Q2 for piloting. Providers

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	<p>will have until end of year to convert.</p> <ul style="list-style-type: none"> • Spanish translations for the Well Servicing exams will begin Q2. • WellSharp Plus, the new iteration of WellCAP Plus, will launch in late Q2. It includes a new version of IADC’s Facilitator Certification course that includes human-factors content. • WellSharp recently celebrated its 100,000-trained/certified milestone. • IADC is developing a new program called KREW (Knowledge Retention and Education for the Workforce). KREW is a continuous-learning system that helps to close gaps identified in a WellSharp exam. KREW will involve eLearning and simulation. IADC met with onshore drillers in Oklahoma recently to get their input on what is important to them in making KREW succeed. The next update on this new program will be provided on May 16 at the IADC Drilling Onshore Conference & Exhibition. <p>Rhett Winter provided an industry update:</p> <ul style="list-style-type: none"> • OSHA recently issued a Silica Alert that could affect drilling operations. • API Std 53 (Well Control Equipment Systems for Drilling Wells) was released December 2018. • API RP 54 (4th edition), Occupational Safety and Health for Oil and Gas Well Drilling and Servicing Operations, will be published in March 2019.
<p>1:20 – 1:25</p>	<p>Recognition of Outgoing Committee Chairs</p> <p>Mr. Winter recognized Christine Lederer of Precision, the HSE Committee’s outgoing chairperson.</p> <p>Ms. Polk recognized Eliot Doyle and Nolan Habegger, who will be returning next year.</p>
<p>1:25 – 1:50</p>	<p>IOGP Update</p> <p><i>Mariana Carvalho, IOGP</i></p> <p>Mariana Carvalho provided an update on IOGP’s new Life-Saving Rules. IOGP’s Life-Saving Rules (published in IOGP Report 459) “provide workers with the actions they can take to protect themselves and their colleagues from fatalities.”</p> <p>IOGP aims to improve the level of industry-wide adoption across the global oil and gas industry. Originally, IOGP had listed 18 Life-Saving Rules, but that list has been reduced to 9 that are similar in scope to the 18: Bypassing Safety Controls, Confined Space, Driving, Energy Isolation, Hot Work, Line of Fire, Safe Mechanical Lifting, Work Authorization, and Working at Height.</p> <p>Carvalho explains: “The Life-Saving Rules tackle fatalities in activities such as working at height or confined space that we continue to see in our annual safety statistics. If over the past 10 years the revised 9 IOGP Life-Saving Rules had been followed, 376 lives may have been saved.”</p> <p>More than 90 companies have signed the user agreement and are participating in this program.</p> <p>Example: Companies are beginning to commit to using only 5-star NCAP (Europe’s New Car Assessment Programme), which assigns safety ratings for light vehicles.</p>

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1:50 – 2:00	BREAK
2:00 – 2:20	<p>Situational Leadership as a Powerful Tool to Optimal Performance through People</p> <p><i>Dave Massey, The Reach Group</i></p> <p>Mr. Massey presented on the importance of collaborative leadership, appropriate leadership styles, focusing on developing people rather than managing people, giving leaders an effective tool with proven results, measuring leadership skills.</p> <p>A person’s leadership style is what others with whom you work perceive it to be.</p> <p>Situational leadership is not something you do TO people; it is something you do WITH people.</p> <p>The Four Development Levels:</p> <ul style="list-style-type: none"> • D1—Low competence & high commitment (the enthusiastic beginner) • D2—Low-to-some competence & low commitment (the disillusioned learner) • D3—Moderate-to-high competence & variable commitment (the capable-but-cautious performer) • D4—High competence & high commitment (the self-reliant achiever) <p>Each team member needs different leadership styles at different times (delegating, supporting, coaching, directing).</p> <p>Leaders have three choices:</p> <ul style="list-style-type: none"> • Over-supervise • Under-supervise • Match <p>Leaders need to meet with each person to find out what leadership style they need at a particular time. Mismatched styles lead to problems (e.g., offending the D4 people by over-supervising, or affecting motivation or productivity by under-supervising the D2 people).</p> <p>A participant asked what the challenges have been in implementing this program in the rig environment such as that of a land contractor. The answer: This requires a lot of coaching on the rig, as well as debriefing for an hour every day as the program is being implemented.</p>
2:20 – 2:40	<p>Electronic Control of Work—Benefits & Future Applications</p> <p><i>Shay Hill, Rowan Companies</i></p> <p>Shay Hill presented on the current vs. future state of “electronic control of work.”</p> <p>The future is DATA. The future involves “lagging indicators.”</p> <p>Mr. Hill explained how we view our data erroneously. We would be wrong 2/3 of the time when we attempt to anticipate or address issues on the five rigs we are monitoring. One incident on one rig is not statistically significant. There is very little we can draw from that incident and then use to improve our whole system.</p> <p>Looking at the math:</p> <p>If there is one incident, it is more likely to be on the “dangerous rig,” the rig we know has twice as many incidents as the other four rigs.</p> <p>We need a lot more data than what we currently have in order to accurately assess the significance of incident analysis.</p>

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	<p>The near future will involve “just-in-time” delivery of incident data.</p> <p>Currently, we have more visibility. We use “leading indicators,” which is really guesswork.</p> <p>The Right Now: Human Factors</p> <p>Rowan is using a new permit system in which they install controls and evaluate their effectiveness before making them permanent.</p> <p>Example: If the iPhone X had come out in 2004, no one would have bought one because no one would have understood how to use it. We had to be groomed for a period of time before succeeding at that level.</p>
Next Meetings	<p>The next Workforce Development Committee meeting is slated for mid-July.</p> <p>An attendee from Maersk Training asked about a future HR Management topic/discussion or forming a related subcommittee so companies can share strategy ideas.</p> <p>The next HSE Committee meeting is TBD.</p>
2:40	<p>Adjournment</p> <p>The meeting ended early.</p>