Agenda

"Changing the Face of the Energy Industry" Meeting Series

With the global impacts related to COVID-19 and the industry decline, it seems relevant to modify our series to address the current challenges and title this chapter as “Changing the Interface of Training and Development.” This session will focus on overcoming the obstacles of traditional training in a remote, virtual environment and the application of technology and simulation to achieve new levels of competency in an evolving world.

08:30 – 8:35

Welcome IADC Antitrust Policy, Agenda Overview
Brooke Polk, IADC

8:35 – 8:45

Safety Moment

James Penny
- Apply Safety at Home: Even though we’re working remotely, we need to remember to apply the same safety measures to everything we do around the house.

Olav Skar
- Covid-19: I want to add to that, what we can do while working remotely during this pandemic is reach out to each other

Paulo Moritz
- Safety at Home around children – Communicate with Others: “The other day I was giving my kid a bath, and he was splashing water around the bathtub and it was coming out…then here comes my wife with my newborn, she almost slipped; my advice, please be aware of your surroundings and use communication, at that point I should have told my wife not to come in”.

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"Best practices and lessons learned on Virtual Training"

**Guest Speaker**: Roger Courville  
Author of “The Virtual Presenter's Playbook” and the “Five Keys to Moving Training Online”, and a veteran of the web conferencing industry (since the modem days of 1999), Roger has taught tens of thousands of people worldwide.

- How do I help the helpers? Issue: Socially we tend to notice what we lose before we notice what we gain.
- How do we go from in-person to online?
- Always start with: -Why -What -How
- Why

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<tr>
<th>Industrial Age</th>
<th>Information Age</th>
<th>Connector Ship Age</th>
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<tbody>
<tr>
<td>Physical</td>
<td>Digital</td>
<td>Transparent/Mobile</td>
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<tr>
<td>Standardization</td>
<td>Non-linear</td>
<td>Trust</td>
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<td>Labor</td>
<td>Intellectual</td>
<td>Social</td>
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- Our value creation: How value is created is being disrupted, forever.
- The old rarely goes away entirely; often disrupted.
- The value creation involves tradeoffs
- People ‘show up for content, but stay for people’
- Critical evaluation: Nature of ‘conversation versus publication’

**What**

<table>
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<th>Value Creation (Framework)</th>
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<tbody>
<tr>
<td>In-Person Instruction</td>
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<td>Same time/Same location</td>
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<tr>
<td>Huge Impact</td>
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<tr>
<td>Conversation</td>
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- Differentiate with the power of real time.
- Differentiation is in query versus delivery
- To evaluate: Isolate, measure, monetize
- Bridge ‘transactional distance’
- Process rather than tools
  - Analyze
  - Think through every offline action that creates engagement
  - Map
  - Map/adapt each action
  - Discover
  - Look for what you can do online better or different than in-person

**How**

- Be clear on Learning Objectives
- Deconstruct – Reconstruct

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International Association of Drilling Contractors

- Blend with other modalities
- Breakout Group Session
  - Current Pressure: What challenges are you currently facing?

Panel discussion about “Workforce Development in a post Covid-19 world”

**Panelist:**
- James Penny, *Sr Manager - Fleet Organizational Development - Transocean*
- Matt Leshko, *Manager, Global Training and Competence – Transocean*
- Olav Skar - Director of Safety, Health, Security, Subsea and Wells at IOGP
- Cason Swindle

**9:35 – 10:15**

- **James**: You have to rethink how you are going to teach the content online. You can’t just take your slide deck and put it online.
- **Matt**: Oil and Gas likes to do things the way it has always been done. COVID has forced out hand to change the way things are done.
- **James**: There are cost savings: no travel expenses. The quality of life for the individual is better at home then on the road.
- **Paulo**: Huge benefit to individual when able to stay home with the family and still able to learn.
- **James**: Think of the consistency of teaching/learning when you have the same instructor for global training when performing the training virtually.
- **Matt**: Changing demographics of the workforce. Younger generation learn different; they are better at online.
- **Cason**: What is different for the instructor? What new skill sets and interactions do the instructor need to have?
- **Matt**: Transocean outsources our training, so that is a hard question to answer.
- **James**: Roger’s presentation was very interactive; we could draw on screen and be sent to break-out rooms.

- **Olav**: Virtual vs. not-virtual. Compliance needs to prevent major incidents. How does IOGP see these competencies? Content can be delivered in many different ways.
- **Matt**: People want to be trained. We have to make the training accessible to the workers.
- **Cason**: What is it that we want to teach? What will make a difference in the teaching/learning? Leveraging the current technology will expand the ability to learn. Doing the training that has to be done. Improve work performance, safety and production. Have opportunity to develop Workforce Performance team. We know what it is: needs to address “doing it the way it always did” has now been cracked. In person led now with opportunity to analyze what has to be done that...
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<th>10:15 – 10:30</th>
<th>Q&amp;A</th>
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| **Robert**: I like the wholistic approach (Olav). I don’t want to cast out the former but to look at all aspects. Things go virtual real quick during real life incidents; this helps identify gaps in a learning environment before it happens in real time. Q/A is a concern to keep in mind always.  
**Paulo**: Blended learning is good; addresses learning gaps. Self-paced with scheduled time.  
**Lisa**: Competency assessments; Q/A controls; identify gaps.  
**Matt**: Learning to training to competency. Address gaps identified by the loop. Not every four years or even two years, but continual as needed by the individual.  
**James**: Continual competency: not a video that has to be viewed and content regurgitated.  
**Matt**: All pieces need to be present or you don’t have the full picture.  
**Robert**: Human Factors needs to be considered.  
**Paulo**: He can take a test and score 100%; does that make him competent? It is bigger than just a test.  
**Matt**: There is more than one answer; need to look at the bowtie.  
**Cason**: Update from Eddie: he is a client office and the guest wifi blocked the meeting. Good lesson on making sure that you have the ability to do what you need to do for a meeting or class. |

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<th>10:30– 10:45</th>
<th>Wrap up and final comments</th>
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| **Paulo**: IADC does offer a Facilitator Course. I took it and it is beneficial to help move forward. Would we benefit from a virtual “train-the-trainer” on how to teach our instructors to train in a virtual setting?  
  * Lisa/Vicki agree  
**Olav**: We could try it out, if it works great, if not OK.  
**Paulo**: KREW Resource management and Human Factors Competency development: **Would industry benefit from an accredited Human Factors Training?**  
**Matt**: Is there enough consistency to generalize across the industry?  
**Robert**: Human Factors training is very valuable! It is hard to centralize Human Factors; however, it is integrated into the Enhanced Well Control course.  
**Cason**: Human Factors for Instructors. IOGP is a good place to start; inside of technical content (nod to Robert) |
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<th>Adjournment</th>
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- **Olay**: IOGP content written by Human Factors experts. It is in the context/delivery. The IOGP 501, 502, and 503 are excellent resources for Human Factors. IOGP has a free online course that you can take for free. There is confusion over naming “Human Factors” or “Human Performance”. Human Factors or Human Performance is the next “step-change” in our industry and it is crucial to every organization.

- **Brooke Polk, IADC**
  - We are proposing to this committee to bypass the 2-week comment period regarding no longer requiring a technical review of DIT applications, as we do not vet the content of the provider but more their management system. If you are onboard with this notion going straight to vote, please show me a thumbs up.
    - Majority voted thumbs up.
  - I will have a meeting with Paulo and Lisa to discuss the topics of discussion today, then rank them in the order of priority.
  - The next Workforce Development Committee Meeting will be in October. I will email you all a date so you can add it to your calendars.

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