



## **International Energy Forum**

### **IEF Symposium**

#### **Tackling the human resources crunch in the petroleum industry**

**13-14 April 2009, Hotel Sharq Village & Spa, Doha, Qatar**

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#### OBJECTIVE

The International Energy Forum and the Government of Qatar are holding a Symposium on “Tackling the human resources crunch in the petroleum industry”. In response to a call from IEF Ministers reflected in the Host and co-Host’s closing statement at the 11<sup>th</sup> IEF Ministerial, the symposium will revisit human resources problems facing the energy sector, with specific emphasis on the petroleum industry. Participants will review established and existing modalities adopted by a range of companies and seek to identify innovative approaches to address short-term imbalances and build strong foundations for long-term prospects.

The symposium will gather representatives from a broad spectrum of educators, trainers and employers to debate and propose action on one of the most critical challenges facing the petroleum industry.

#### CONTEXT

The 11<sup>th</sup> International Energy Forum (IEF), held in Rome, 20-22 April 2008, noted that, “fossil fuels will dominate the energy mix for decades to come in all realistic scenarios”. According to Ministers, a sustainable energy future implies efficiency improvements, technological advances in both production and consumption of fossil fuels, and development of alternative low-carbon energy sources. Against this backdrop, Ministers discussed the need to broaden co-operation and exchanges in the fields of human capital and technology advancement. They addressed the urgency to work together with the oil and gas industry, universities and research centres to promote a world-wide campaign to improve the image and rewards of technicians and skilled staff working in the oil and gas industry.



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#### Final Agenda

Monday 13 April 2009

**08.30 - 09.30: Registration**

**09.30 - 09.45: Welcome Address**

- H.E. Abdallah Al-Attiyah, Deputy Premier and Minister of Energy and Industry, Qatar

**09.45 – 10.00: Opening Statement**

- Noé van Hulst, Secretary General, IEF

**10.00 – 10.30: Coffee & Networking Break**

**10.30 – 12.00: Session One: Root causes and nature of problems facing the industry:  
What, where and why?**

**Moderator:** Dr. Ramzi Salman, Advisor to the Deputy Premier, Minister of Energy & Industry, Qatar

**Panelists:**

- Fabrice Bouchaud, Head of HR, Reservoir Characterization Group, Schlumberger
- Fouzi Bubshait, President, Arab Society for Human Resources Management
- Larry Brown, Professor and Chair Department, Cornell University
- Carl Atalah, President, Chevron Qatar
- Abdullah Al-Dewachi, Head Training Technologies, Corporate Training Department, QP
- Michael Ohadi, Chief Academic Officer & Acting Executive Director, Abu Dhabi Petroleum Institute

- Which are the areas or disciplines posing most challenges to the oil industry? What are the causes?
- How the current economic slowdown is affecting the industry?
- How different are the challenges facing NOCs, IOCs and service companies?
- Mind the gap. Alignment of graduate/industry needs and expectations, where and why?
- Is technology having an impact on human resources requirements?
- Government policies: what impact on recruitment and retention?

### **Roundtable discussion**

### **12.00 – 14.00: Lunch Break**

### **14.00 – 15.30: Session Two: Identifying solutions: What is being done? What more should be done?**

**Moderator:** [Jean Luc Karnik](#), Dean, IFP School

#### **Panelists:**

- [Ms. Mariangela Santos Mundim](#), HR manager Petrobras
  - [Volko de Jong](#), Vice President, Energy Delta Institute
  - [Robert Bell](#), Director, New View Group
  - [Khaled El-Miniawi](#), Shell Regional Recruitment Manager, Middle East & Russia
  - [Øystein Noreng](#), Department of Leadership & Organizational Management Norwegian School of Management
  - [Jerome Kearns](#), Head Training Needs Analysis, Evaluation & Marketing, Corporate Training Department, QP
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- Dealing with human resources shortage in the short term: what has been the industry response?
  - Managing human resources in a boom-bust environment
  - What measures are necessary/possible to ensure long-term sustainability (image improvement, female recruitment and promotion policies, remuneration packages, career building, re-skilling ...)? What role for the different players?
  - As the current workforce ages, what can be done to defend against the loss of expertise as senior professionals approach retirement age? What role for the different players?

### **Roundtable discussion**

### **20.00: Dinner hosted by the Ministry of Energy and Industry, Qatar**

Tuesday 14 April 2009

**09.00 – 10.30: Session Three: Cooperation between industry, government and academia**

**Moderator:** Dr. Pierce Riemer, Director General, World Petroleum Council

**Panelists:**

- Aziz Chowdhury, Director Global Talent Acquisition, Baker Hughes
  - Clive Eckersley, CEO, NExT
  - Nabeel Al-Salem, Associate Director, Qatar National Research Foundation
  - Anqi Qian, Director of Strategic Initiatives, Carnegie Mellon University
  - Mohamed Moradi, Human Resources Manager, BAPCO
  - Jim Holste, Dean for Research and Graduate Studies, Texas A & M
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- To what extent is it possible to draw up a comprehensive strategy for human resources development in the petroleum industry? What do we expect from the different stakeholders?
  - What are the most promising avenues for cooperation between governments, energy companies and academic institutions to address skills shortage in a dynamic industry?

**Roundtable discussion**

**10.30 – 11.00: Coffee & Networking Break**

**11.00 – 12.30: Session Four: Wrap up session: Conclusions and recommendations**

**Moderator:** Noé van Hulst, Secretary General, IEF

- Dr. Ramzi Salman
- Jean Luc Karnik
- Dr. Pierce Riemer

**12.30 – 14.00: Lunch**

**15.00: Visit of Ras Laffan Facility**