

**Under the Patronage of the Minister of Oil H.E. Shaikh Mohammed bin Khalifa Al Khalifa,
The IEF and the Ministry of Energy of the Russian Federation in collaboration with the
National Oil and Gas Authority of the Kingdom of Bahrain convene**

**The 2nd International IEF Symposium on Human Resource Management in the Energy
Industry: Implications of a New Market Environment and Energy Transition**

**Intercontinental Regency Hotel Bahrain – Riffa Hall
17-18 May 2017 | Manama, Bahrain**

Agenda

Day 1: Wednesday 17 May 2017

13.00 - 14.00 **Coffee and refreshments | Registration and networking**

14.00 - 14.40 **Opening Session | Welcome and Opening Statements**

H.E. Shaikh Mohammed bin Khalifa Al Khalifa, Minister of Oil, Bahrain

H.E. Sun Xiansheng, Secretary General, International Energy Forum

Mr. Vladimir Smirnov, Special Representative of the Minister, Director of Department of Public Service Management (HR) and mobilization preparation, Ministry of Energy, Russian Federation

Keynote Speech: Mr. Abdullah Otaibi, Director of Human Resources Policy & Planning Department, Saudi Aramco

14.40 - 14.45 **Technical Break**

14.45 - 16.30 **Session 1 | Setting the Scene - revisiting history, identifying key challenges and their interrelations looking forward**

What has changed since the IEF Symposium in Doha discussed tackling the human resources crunch in the petroleum sector in 2009?

- The impact of industry cycles on human resources
- How will the energy transition impact future talent acquisition?
- What is the role of human resource management in shaping corporate strategy?
- How are human resources managed as an investment for a sustainable future?

- How can gender equality be improved in the energy industry?

Session moderator: Mr. Ivan Marten, Senior Partner and Managing Director, Boston Consulting Group

Speakers

Mr. Georgiy Simonyan, Deputy Director General, Gazprom Export, Russia

Mr. Ahmed M. El-Toukhy, Middle East and Asia HR Manager, Schlumberger

Mrs. Reem A. Al-Ghanim, Division Head Women Development & Diversity Management & Professional Development Department, Saudi Aramco

Mr. Mohammed Hussain, Manager – Learning and Development, BAPCO, Bahrain

Mr. Vladimir Smirnov, Director of Department of Public Service Management (HR) and mobilization preparation, Ministry of Energy, Russian Federation

20.00 - 22.00 **Dinner** | Intercontinental Regency Hotel – Riffa Hall

Day 2: Thursday 18 May 2017

08.30 - 09.00 **Morning Coffee** | Networking

09.00 - 11.00 **Session 2** | Implications of the new physical energy market environment

In response to a lower price environment, challenges from new entrants, and greater consensus on the need for an energy transition, the industry has been forced to reduce costs, increase efficiency, and explore new business models. Uncertainties in this new environment go beyond the traditional boom-bust cycle creating new challenges and opportunities in human resource management. As the industry adjusts to this new reality, how does human resource management contribute to shaping our energy future?

- How does human resource management contribute to improving the efficiency of the industry and overall energy sector performance?
- What are the best practices in managing human resources in a naturally cyclical industry?
- How adequate is the engagement of the oil and gas sector in capacity building and the reskilling of human resources?
- How is talent replenished in an increasingly fluid human resource market?

Keynote Speech: Mr. Simon Ashley, VP HR IST, BP Oil International Limited

Session moderator: Mr. Jassim Isa Al Shirawi, General Manager, Oil and Gas Affairs, National Oil and Gas Authority, Bahrain

Speakers:

Ms. Natalia Erpsheer, Head for Organizational Development, Department of Personnel Policy and Organizational Development, Rosseti, Russia

Mr. Yusuf Fakhro, Human Resource Manager, Gulf Petrochemical Industries (GPIC), Bahrain

Ms. Rajia Baqer Hussain, Director - Human Resources, Energy and Water Agency, Bahrain

Mr. Li Xihong, Chief Representative, Sinopec, Saudi Arabia

11.00 – 11.30 **Coffee Break**

11.30 – 13.00 **Session 3 | Impact of Energy Transition on Human Resource Management**

The world's leaders have determined the need to transition towards a lower carbon future. This transition impacts the regulatory environment, industry image and public perceptions. How can the industry attract, retain and nurture talent in highly competitive markets faced with increasingly complex and fluid policy environments and manage the risk and opportunities of new technologies to its advantage?

- How can the oil and gas sector best tackle competition for talent within and beyond the energy industry?
- How does the public perception of the energy sector impact talent acquisition?

Keynote Speech: **Mr. Ren Yicun**, Deputy Director General Human Resources, CNPC

Session moderator: **Ms. Svetlana Epikhina**, Member of the Council for Professional Qualifications in the field of personnel management, Russia

Speakers:

Ms. Valentina Mitrofanova, Deputy Chairman of the Professional Qualifications Council in Human Resources Management under the President of the Russian Federation. Head of the Group of Professional Standards, Russia

Mr. Faisal Al-Qanass, Director, Human Resources Business Partnering Corporate HR, SABIC

Mr. Vivek Sharma, Director and Lead, Oil & Gas People Advisory Services MENA, Ernst and Young

13.00 – 14.30 **Lunch**

14.30 – 15.15 **Session 4 | Concluding Session: Options and Solutions**

Considering the challenges and opportunities discussed in foregoing sessions, what options can be pursued to attract and retain the needed human resources skills in view of the cyclic industry developments addressed in Session 2, and energy in transition policies addressed in Session 3.

- How can the industry meet millennial's expectations for career development?
- What are the best practices in engaging academia to attract young talent for the energy sector?
- How can industry, government, and academia work together to provide innovative training programmes for the energy sector of the future?
- What lessons can be drawn from country experiences with in country value/ local content requirements?

Session moderator: Dr. Sun Xiansheng, Secretary General, International Energy Forum

Speakers:

Ms. Marwa Al Saad, Head of Training and Development, Tatweer Oil Company, Bahrain

Ms. Tamara Solovykh, Deputy Director, Personal Department, Rosneft, Russia

Mr. Alexander Belousov, Director, Energy Institute of the Belgorod State Technological University named after V. G. Shoukhov (BSTU), Russia

15.15 – 16.00 **Roundtable Discussion and Closing Remarks | Session moderators**

Mr. Jassim Isa Al Shirawi, General Manager, Oil and Gas Affairs, National Oil and Gas Authority, Bahrain

Mr. Ivan Marten, Senior Partner and Managing Director, Boston Consulting Group

Ms. Svetlana Epikhina, Member of the Council for Professional Qualifications in the field of personnel management, Russia

Dr. Sun Xiansheng, Secretary General, International Energy Forum