



Professional Training & Development of PSCM Personnel
Finding Petroleum - 20th November 2012

Steve Johnson MSc, FCIPS, FCILT
Head of Global Procurement & Supply Chain Management
Prosafe Offshore Limited

steve.johnson@uk.prosafe.com

Introduction to Prosafe Offshore

- The world's largest owner and operator of semi-submersible accommodation and service vessels
- Flexible fleet that can operate in all geographic regions

Leading position in the global accommodation market



Introduction to Prosafe Offshore

Always based on our core values of:

Profitability

Respect

Inn**O**vation

Safety

Ambition

Focus

Environment



Introduction to Prosafe Offshore

Corporate Social Responsibility & HSEQ

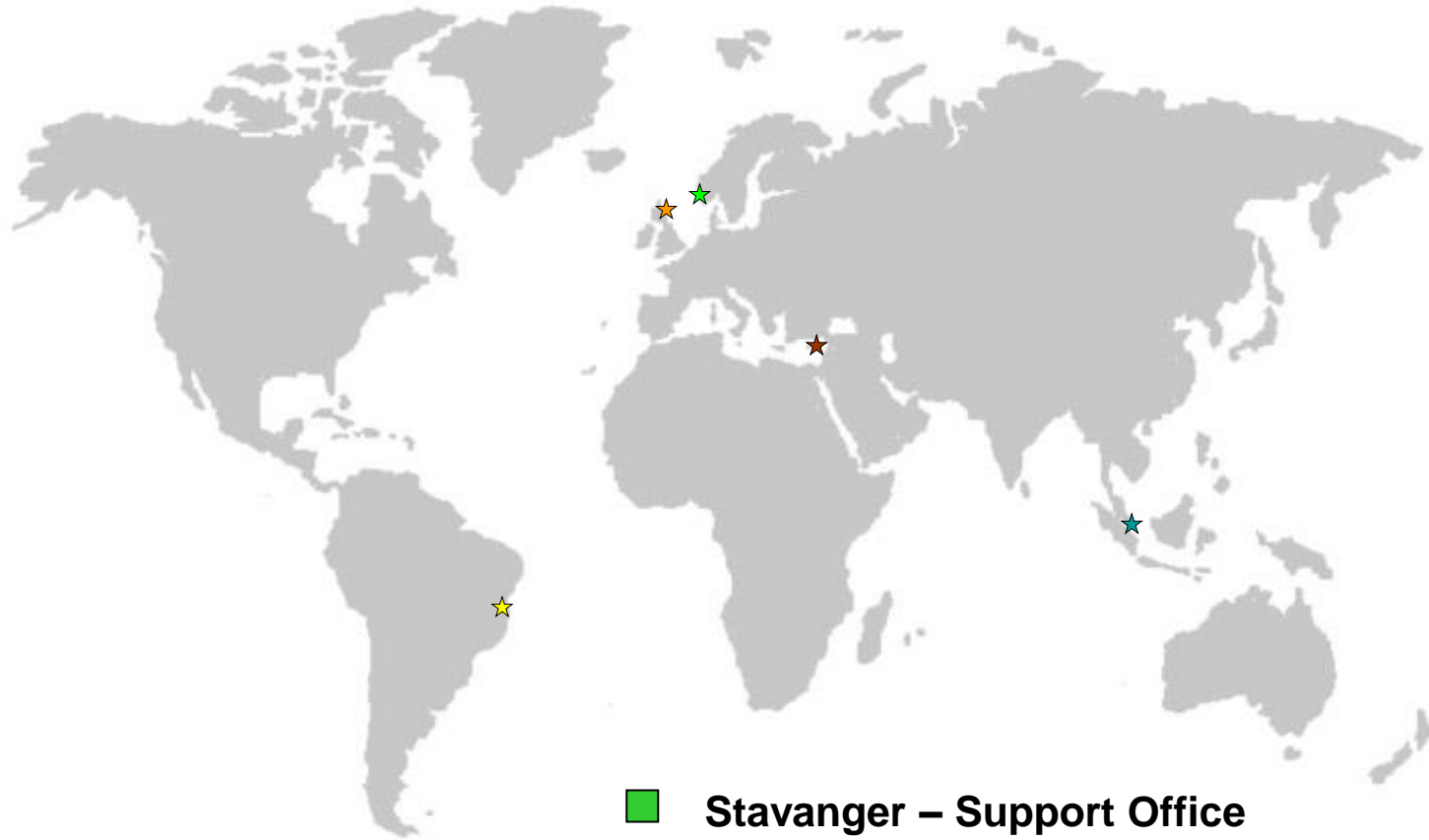
Certified HSEQ Management Systems:






- ISO 14001:2004
- ISO 9001:2000
- ISM
- ISPS
- OHSAS 18001:1999

Prosafe maintains the highest ethical standards and behaves with full integrity



Prosafe Offshore Geographical Locations



-  Stavanger – Support Office
-  Aberdeen – Operational Base
-  Cyprus – Corporate HQ
-  Singapore – Business Unit HQ
-  Brazil – Rio De Janeiro & Macae

- Attracting & Retaining People
- Developing an Oil & Gas Industry Accredited Training Programme
- CIPS & CILT Oil & Gas Industry Case Studies
- Realising ROI from your Employee Training Programmes

Attracting & Retaining People

The Market

- Recruiting
 - Specialist Agencies/Headhunters
 - Government/Industry initiatives
 - Other

- Professional Bodies
 - Chartered Institute of Purchasing & Supply (CIPS)
 - Chartered Institute of Logistics & Transport (CILT)
 - Royal Institute of Chartered Surveyors (RICS)
 - Other International Bodies & Affiliations

- Deliverers of Training & Development
 - Professional Bodies (CIPS, CILT, etc)
 - Accredited Training Companies
 - PSCM specific MBA or MSc
 - Bolt on to other training programmes

Needs must be closely aligned

Company

- Define (Job Description)
- Recruit
- Manage
- Develop
- Retain

Individual

- Define (what you want)
- Get recruited
- Manage (your career)
- Develop (yourself)
- Be retained

Attracting & Retaining People

How is P&SCM expected to contribute to the business ?

GP

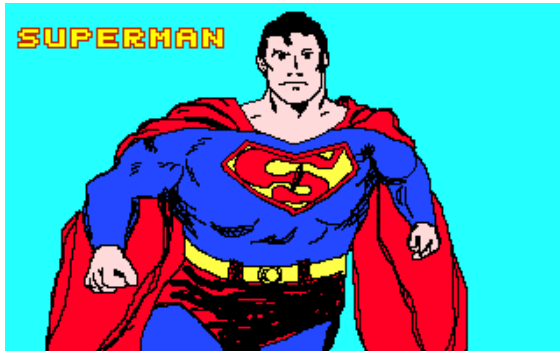
- Treats symptoms
- Repairs damage
- Recommends action
- Refers to specialist
- Knows 'enough' about many areas
- Can be seen quickly

Specialist

- Skilled in specific area
- Can work on 'root cause'
- Can offer preventative action
- Often more than one required
- Long wait to see them
- More expensive

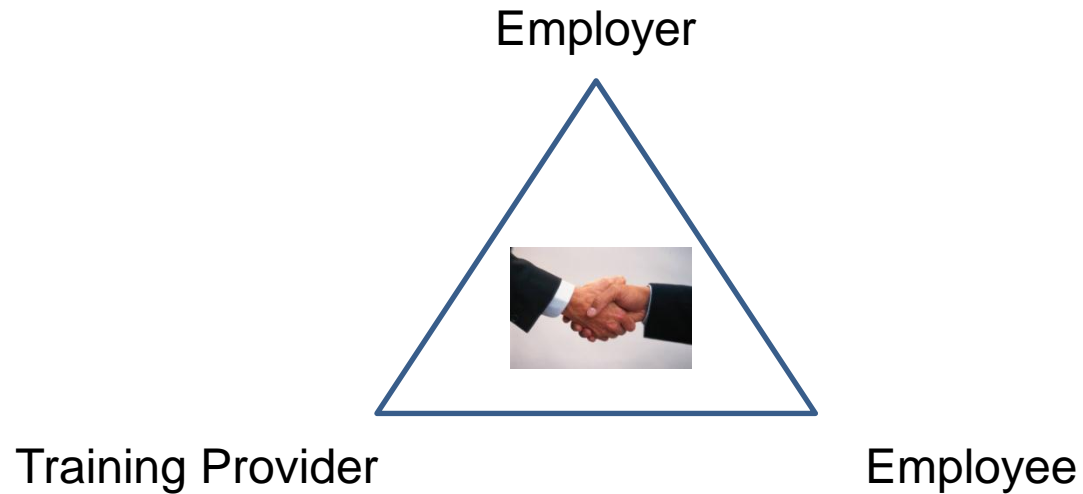
Attracting & Retaining People

How do people see the P&SCM Practitioner?

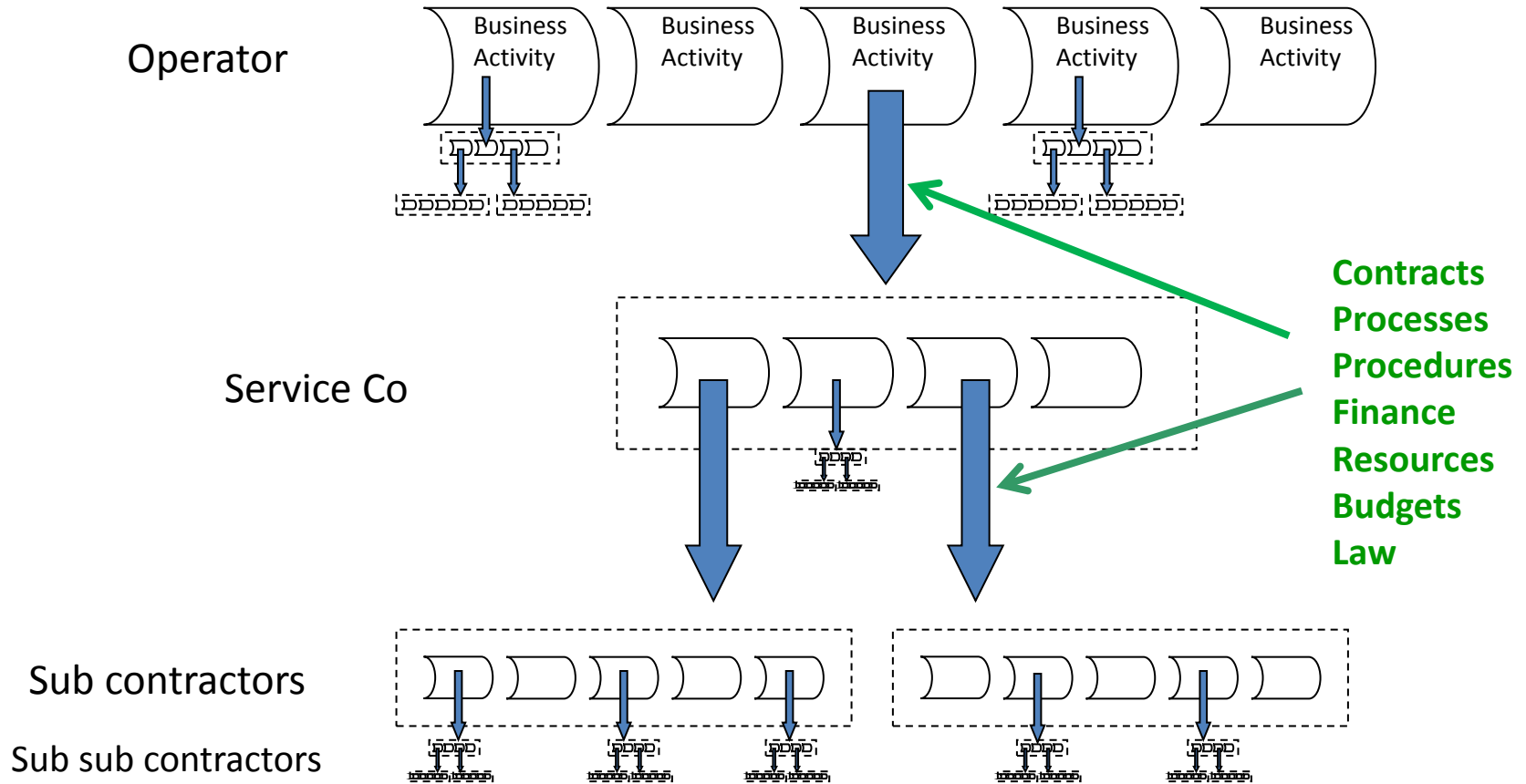


Attracting & Retaining People

The Enabling Environment



Developing an Oil & Gas Industry Accredited Training Programme



Common Ground ?

- 2005 - a sub group of the O&GUK Supply Chain Forum was set up to look at the 'People Issues' affecting the PSCM function. One of the main issues to be raised was that of local and O&G Specific Training
- 2006 - CIPS were invited to attend a O&GUKSCF meeting to present on CIPS Membership.
- 2007 - a matrix was created listing the various PSCM disciplines across the Industry and the skill sets associated with each discipline (Contracts, Procurement and Logistics)
- 2008 - O&GUK, CIPS and OPITO work together to look at ways of providing a formal training & development programme to meet the Industry need.
- 2009 - CIPS Present to industry PSCM Practitioners the basic outline offering and suggest a workshop to identify the core areas for the training programme
- 2010 – Workshop held at Prosafe premises. CIPS present recommended training programme and sign up 'Class of 2010' to be first participants.
- 2011 – CILT programme developed using the same methodologies. Ready for launch Q2 2012. Design times significantly reduced by the fact that the industry had already been through the CIPS design methodologies and people were already bought into the concept.

CIPS & CILT Oil & Gas Industry Case Studies

Aberdeen Oil & Gas Corporate Award Programmes – Main benefits

- Oil & Gas Specific
- Location Centered
- Tangible Return On Investments
- Tangible Changes in Workplace Performance
- Delivers Change in Attitude and Behaviours
- Measurable Cost Benefits arising from Projects
- Helps retention of people
- Applied Learning
- Delivers Core knowledge
- Focuses on Application
- Practical
- Challenging and Stimulating
- MCIPS & MCILT

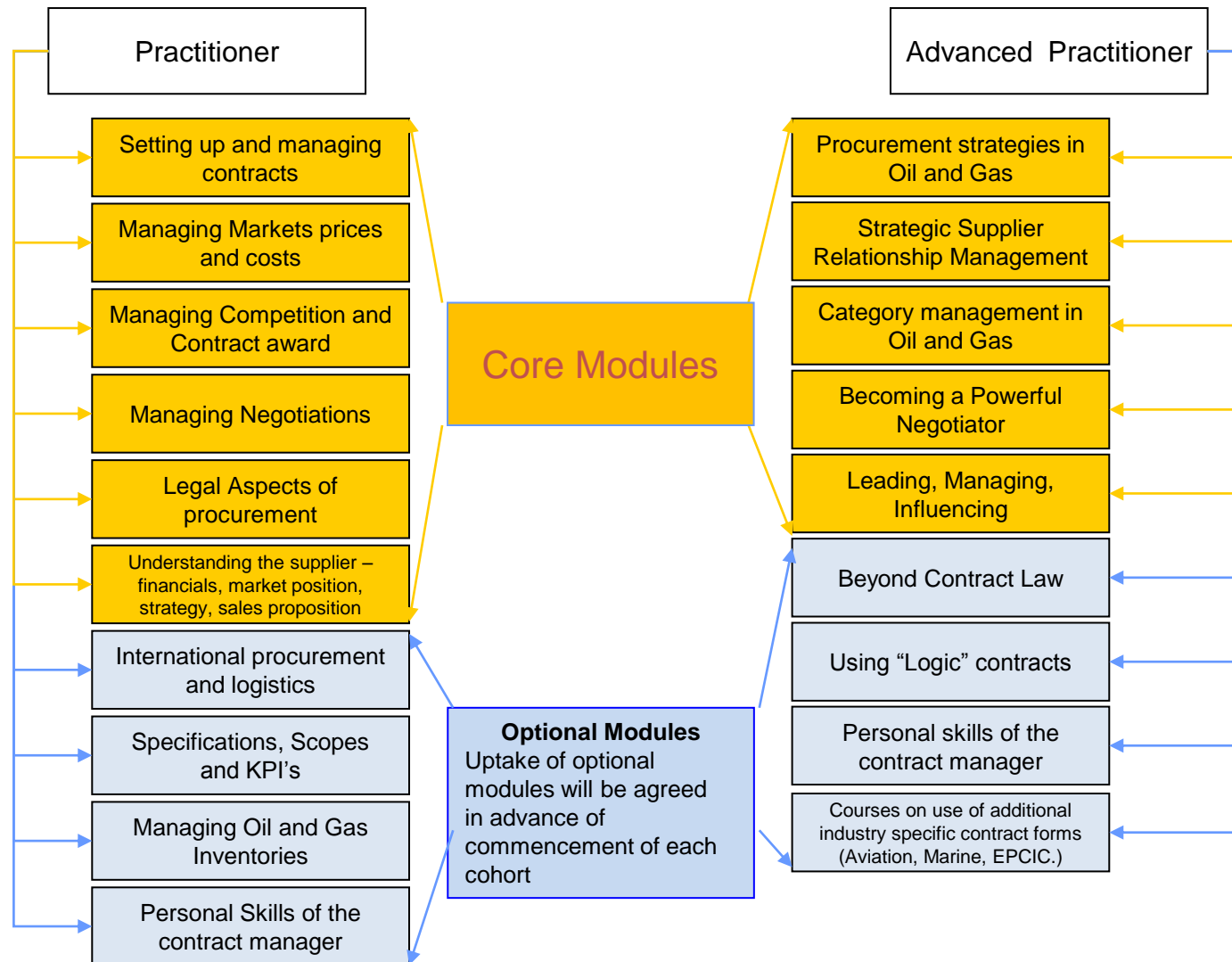
The Training Style and Approach

- Corporate Award training is designed using a **problem based / applied learning** approach aimed at maximising the practical nature, relevance and business specific context of the learning content and assessment process
- It makes full use of ‘**learning by doing**’ use of case studies, business games, quizzes, video and other interactivity to energise the learning programmes
- The case studies, quizzes and assignments are developed with the sponsoring organisations so as to ensure they are **realistic and aligned**

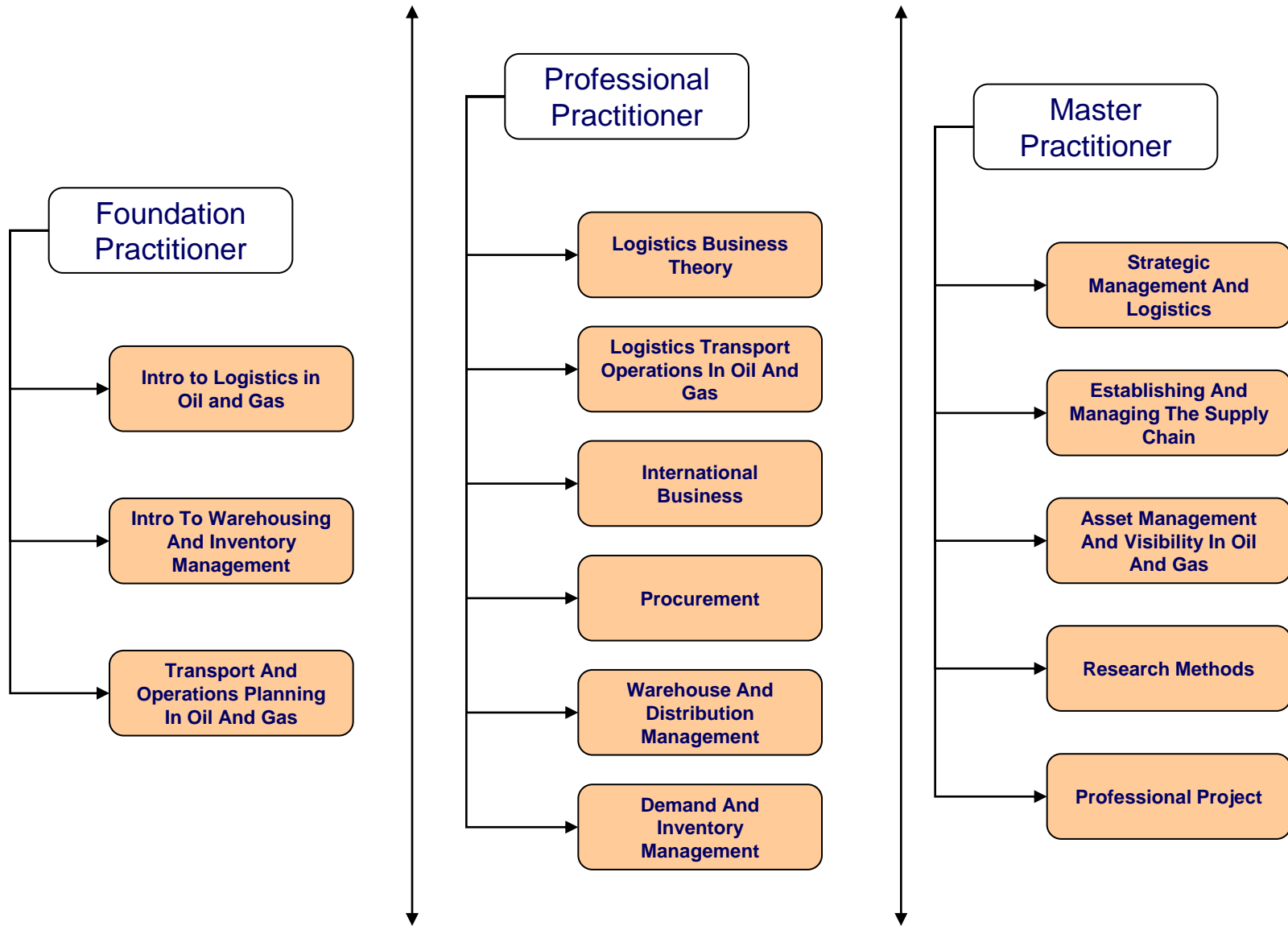
- All work based assessments will be designed and developed to **suit your sector needs** identified at workshops and through the **training needs analysis**
- The assignments will be **context specific** and aimed at verifying a candidates ability to practically apply the learning gained in the courses to the **'real world' challenges** faced by the sector
- In this way we will use assessment to
 - Confirm knowledge transfer
 - Support the development of the organisations knowledge base in their sector
 - Assist the delegate in their personal development

- Work based projects are a cornerstone of the programme.
- They require primary and secondary research into real life challenges problems and issues facing the procurement organisation in which they work
- They are selected by the delegates
 - They need to be in areas approved by their sponsoring management teams
 - They need to be SCM relevant
- The aim is to generate an ROI from the projects that exceeds the cost of the programme in its entirety

The CIPS Practitioner Programme



The CILT Practitioner programme



CIPS Contact

Phil Broughton
Business Development Manager

The Chartered Institute of Purchasing & Supply

Direct Dial: +44(0)1780 761475

Mobile: +44(0)7557 263991

Tel: +44(0)1780 756777

Fax: +44(0)1780 751610

phil.broughton@cips.org

www.cips.org

CILT Contact

Clare Wood
Business Development

Supply solutions

01747 830096

clarewood@supply-solutions.co.uk

www.supply-solutions.co.uk



CIPS & CILT are recognised membership organisations in the professional discipline of SCM world wide

The qualifications give great benefit to the student as well as the organisation

Corporate Award is now the route of choice for many Corporates with sufficient critical mass to afford an in-house solution and now we have a solution for a consortia approach to suit organisations with lower numbers

Delivered currently to O&G organisations globally

Thank You

Questions ?