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

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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
- Innovation
- Safety
- Ambition
- Focus
- Environment
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
Prosafe Offshore
Global Fleet Placement

North Sea
Gulf of Mexico
Indonesia
Brazil
Content

• 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
# Attracting & Retaining People

Needs must be closely aligned

<table>
<thead>
<tr>
<th>Company</th>
<th>Individual</th>
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<tbody>
<tr>
<td>Define (Job Description)</td>
<td>Define (what you want)</td>
</tr>
<tr>
<td>Recruit</td>
<td>Get recruited</td>
</tr>
<tr>
<td>Manage</td>
<td>Manage (your career)</td>
</tr>
<tr>
<td>Develop</td>
<td>Develop (yourself)</td>
</tr>
<tr>
<td>Retain</td>
<td>Be retained</td>
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Attracting & Retaining People

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

<table>
<thead>
<tr>
<th>GP</th>
<th>Specialist</th>
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<tbody>
<tr>
<td>-Treats symptoms</td>
<td>- Skilled in specific area</td>
</tr>
<tr>
<td>- Repairs damage</td>
<td>- Can work on ‘root cause’</td>
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<tr>
<td>- Recommends action</td>
<td>- Can offer preventative action</td>
</tr>
<tr>
<td>- Refers to specialist</td>
<td>- Often more than one required</td>
</tr>
<tr>
<td>- Knows ‘enough’ about many areas</td>
<td>- Long wait to see them</td>
</tr>
<tr>
<td>- Can be seen quickly</td>
<td>- More expensive</td>
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Attracting & Retaining People

How do people see the P&SCM Practitioner?
Attracting & Retaining People

The Enabling Environment

Employer

Training Provider

Employee
Developing an Oil & Gas Industry Accredited Training Programme

Operator

Service Co

Sub contractors

Sub sub contractors

Contracts
Processes
Procedures
Finance
Resources
Budgets
Law

Common Ground?
CIPS & CILT Oil & Gas Industry Case Studies

• 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.
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
Projects

- 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

Practitioner

- Setting up and managing contracts
- Managing Markets prices and costs
- Managing Competition and Contract award
- Managing Negotiations
- Legal Aspects of procurement
- Understanding the supplier – financials, market position, strategy, sales proposition
- International procurement and logistics
- Specifications, Scopes and KPI’s
- Managing Oil and Gas Inventories
- Personal Skills of the contract manager

Core Modules

Advanced Practitioner

- Procurement strategies in Oil and Gas
- Strategic Supplier Relationship Management
- Category management in Oil and Gas
- Becoming a Powerful Negotiator
- Leading, Managing, Influencing
- Beyond Contract Law
- Using “Logic” contracts
- Personal skills of the contract manager
- Courses on use of additional industry specific contract forms (Aviation, Marine, EPCIC.)

Optional Modules

Uptake of optional modules will be agreed in advance of commencement of each cohort
The CILT Practitioner programme

Foundation Practitioner
- Intro to Logistics in Oil and Gas
- Intro To Warehousing And Inventory Management
- Transport And Operations Planning In Oil And Gas

Professional Practitioner
- Logistics Business Theory
- Logistics Transport Operations In Oil And Gas
- International Business
- Procurement
- Warehouse And Distribution Management
- Demand And Inventory Management

Master Practitioner
- Strategic Management And Logistics
- Establishing And Managing The Supply Chain
- Asset Management And Visibility In Oil And Gas
- Research Methods
- Professional Project
CIPS Contact

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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 ?