

Upstream HR Management in the Context of IPC:

Iranian oil and gas, and service companies have the opportunity to partner with International Oil Companies (IOC's) in Petroleum Contracts (IPC's) with NIOC. This workshop is designed to provide insight in HR management best practice in this often project-structured context. The course focuses on three areas of value assurance:

- ❖ Ensure that the project is resourced with necessary skills, understand what these skills are and how we maintain and act on that knowledge at all stages of the project life cycle.
- ❖ Ensure that the standing organization is closer to its longer term skill pool strategic objectives on project completion, and therefore better positioned to tackle the next project.
- ❖ Ensure that HR players are well equipped for their task relative to industry standards and know how to measure this.

We will start by looking at the role and contribution of HR by examining the commercial position and the expectations of the organizations we represent, articulating value drivers and our mandate as HR players. Then we will review Skill strategies in the context of talent management requirements of the standing organization, as well as organizational capability needed for the project. We will examine how the skills perspective changes as the project matures through phases of its life-cycle. Finally, we will look at project-HR in the context of the ongoing development of the HR function as a business science.



Thade Van Doesburgh
Shell Senior HR manager

Thade is an International HR Expert, he worked with the Shell company for 27 years. His career in Shell included setting up new ventures and interests, leading HR's perspective in matters ranging from risk management to location choices. His experience involves talent acquisition and managing corporate company culture, employee relations and skill pool management.

He now advises as an independent consultant on career development and talent strategy.

He co-founded Shell Services International, Shell Technology India and the European Staff Council. He created the global bi-annual Shell survey of all staff, and he led the initial stages of the creation of the Shell People integrated global people information platform.

He is an expert in talent aspects of portfolio and location choices, transformation communications, HR audit -excellence as well as business- and HR strategy development.

He worked and lived in Papua New Guinea, Australia, Syria, and the Netherlands.

Agenda

	Day 1	Day 2	Day 3
09:00 – 10:30	Welcome - Check-in exercise – The Ulrich model of HR	Recap of Day 1 Skill Strategy by discipline	Recap of day 2 HR – Development of the Function
10:30 – 10:45	Break		
10:45 – 12:30	Learning Objectives Current vs. Desired position	Skill Strategy cont'd <ul style="list-style-type: none"> • Job Profiles • Resourcing Histogram 	HR – Development of the Function
12:30 – 13:30	Lunch / Prayer time		
13:30 – 15:00	Template of Value Drivers HR Purpose and mandate	Managing the project: <ul style="list-style-type: none"> • Recruitment • Motivation • Training 	Benchmarking <ul style="list-style-type: none"> • Surveys • Best practice • Network
15:00 – 15:15	Break		
15:15 – 15:45	Q & A or Exercise time		
15:45 – 17:00	Planning & resourcing	Reflection	Learning points <ul style="list-style-type: none"> • Elevator speech • Evaluation

