

# CONCLAVE 2023

ENERGIZED COLLABORATION

JAN 23 - 26, 2023

Conclave's focus is on Alliance Member collaboration and engagement. Please find information below on the session types at this year's event.

SESSION TYPE	DESCRIPTION
Sector Council Meetings	Meet and collaborate with other members to define and create programs for Petroleum, NetZero, and Renewables.
Learning Forums	Discussion and collaboration around significant competency and training trends.
Panel Sessions	Highly interactive sessions on the given topic with panelists from multiple companies. Join these sessions to collaborate around shared challenges and hear of others' successes.
Communities of Practice	Community of Practice sessions support member exchange around common pain points and related solutions. Communities then have additional meetings periodically to continue discussions throughout the year.
Technical Discipline Network Meetings	The technical network meetings will focus on 2023 work plans and strategic targets, gather member company guidance and review course and competency map status.
Solution Demonstrations	The PetroSkills Solutions team will be available Thursday to provide demonstrations of the solutions that PetroSkills offers. This includes ABILITY, PetroAcademy, ePilot, and Simulation Solutions.



25403 Katy Mills Pkwy, Katy, TX 77494

To register or participate in Conclave sessions virtually, please go to our landing page at <https://petroskills.vfairs.com> When you login, you are in the lobby. Enter CONCLAVE (click on it or the menu item). You will see a list of all sessions, click JOIN on the session you wish to enter. If a session is in the past, there will be a WATCH NOW button. Houston time Central Standard Time (CST).

**All afternoon sessions are in-person only.**

## CONCLAVE AGENDA

MONDAY, JANUARY 23<sup>rd</sup>

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston	07:00 - 08:00	<b>Networking Breakfast</b>	
Houston	08:00 - 09:30	Ford Brett Chris Lerch Loane Lennon Jim Read Andrew Tozer	PetroSkills Woodside Woodside ConocoPhillips BP
London	14:00 - 15:30		
Dammam	17:00 - 18:30		
Kuala Lumpur	22:00 - 23:30		
Houston	09:30 - 10:00	<b>Networking Break</b>	
Houston	10:00 - 11:00	Paul Monaghan	PetroSkills
London	16:00 - 17:00		
Dammam	19:00 - 20:00		
Kuala Lumpur	24:00 - 01:00+		
<b>Sector Council Updating &amp; Interest Meeting - Midstream (Room T1)</b>			
As PetroSkills expands into new energy areas, we are committed to maintaining our position as a leader in the traditional Petroleum sectors, including Midstream. Midstream begins where Production leaves off in the gathering fields with oil and gas conditioning, transportation, storage, further gas processing, and shipping. Midstream also includes LNG liquefaction, exporting, importing, and regasification. New regulations and global LNG energy demands continue to drive new investment, new process technologies, and expansion of onshore and offshore transportation requirements. Please join us to learn more about the new things going on in this industry sector!			
Houston	10:00 - 11:00	Todd Green	Saudi Aramco
London	16:00 - 17:00		
Dammam	19:00 - 20:00		
Kuala Lumpur	24:00 - 01:00+		
<b>Case Study: Performance-Based Methodology Applied to New Advanced Wireline Course (Room T2)</b>			
What is new is performance-based learning methodology?			

MONDAY, JANUARY 23<sup>rd</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY	
Houston London Dammam Kuala Lumpur	10:00 - 11:00 16:00 - 17:00 19:00 - 20:00 24:00 - 01:00+	<b>Meeting the Voice of the Business (Room T4)</b> Learn how Halliburton is responding to the latest business needs and feedback, while adapting to the new norm. Make sure to attend if you wish to hear about improvements to Leadership Programs, Global Competency Program, Digital Upskilling, Multi-Skilling, and other key initiatives.	Todd Kruger Carla Carroll Bernardo Montell Mervyn Rydlewicz Patrick Spaulding	Halliburton
Houston London Dammam Kuala Lumpur	10:00 - 11:00 16:00 - 17:00 19:00 - 20:00 24:00 - 01:00+	<b>Process Safety Training: Sustainability for Long-Term Success (Room T3)</b> Compliance standards and regulations often drive our company's process programs. However, that is only the starting point in the journey to process safety excellence. This panel discussion will explore the following aspects and provide some good practices for a sustainable process safety culture: <ul style="list-style-type: none"> <li>• What is Process Safety from your perspective in industry and your organization?</li> <li>• How do you ensure your senior leaders down to the field employees are bought in to this concept?</li> <li>• How can you measure that your process safety culture is heading in the right direction?</li> <li>• Highlight a success story about your process safety program</li> <li>• What items are in place to sustain this culture?</li> </ul>	Shanahan Mondal	Cheniere
Houston	11:00 - 11:30	<b>Networking Break</b>		
Houston London Dammam Kuala Lumpur	11:30 - 12:30 17:30 - 18:30 20:30 - 21:30 01:30+ - 02:30+	<b>Sector Council Updating &amp; Interest Meeting - Upstream (Room T1)</b> As PetroSkills expands into new energy areas, we are committed to maintaining our leading position in the traditional Petroleum sectors, including Upstream. Upstream is defined as all the Petroleum activities and disciplines associated with Exploration and Production, from the reservoir through to the first sales point, and therefore also includes the initial process facilities. Although very mature, we continue to identify areas requiring new content, and to develop better ways of delivering content to the end participants. Please join us to learn more about the new things going on in this mature sector!	Mason Gomez	PetroSkills

MONDAY, JANUARY 23<sup>rd</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston London Dammam Kuala Lumpur	11:30 - 12:30 17:30 - 18:30 20:30 - 21:30 01:30+ - 02:30+	<b>Course Collaboration Among Learning Advisors and Subject Matter Experts: Benefits and Challenges (Room T2)</b> We'll discuss the benefits of collaboration in course development and often the challenges incurred between various roles.	Lisa Adam Shell
Houston London Dammam Kuala Lumpur	11:30 - 12:30 17:30 - 18:30 20:30 - 21:30 01:30+ - 02:30+	<b>E&amp;P Field Operations Training - Innovative Approach to Support New Ways of Working (Room T3)</b> To ensure a safe and efficient transition to new ways of working in field operations, employees need to be equipped with the skills to meet the requirements of their new or broadened roles; at Aera Energy we call this Integrated Operations. In preparation for this transition, a pilot revealed two essential elements to the success of a training program if the operation were to thrive during and after the transition: (1) building workforce capacity and capabilities to train or be trained and (2) co-creating content with pragmatic and effective delivery mechanisms. Established after the pilot, a new Ops Training team was tasked with incorporating these elements in the design and build of a training delivery system which would partner with distinct workstreams to identify, prioritize, and deliver the training in a systematic way to where employees felt ready for the transition to their new Integrated Operations roles. We will present the charter, deliverables, design tenets, delivery mechanisms, effectiveness evaluations, accountability and reporting cadence, and survey feedback from the 18 month effort.	Mark Bledsoe Michael Imdorf Kent Gerhardt Aera Energy Shell Aera Energy

Houston 12:30 - 13:30 **Lunch Break**

MONDAY, JANUARY 23<sup>rd</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston London Dammam Kuala Lumpur	<p>13:30 - 16:00 19:30 - 22:00 22:30 - 01:00+ 03:30+ - 06:00+</p> <p><b>Workshop: Build your Own Program! (Room T1)</b> In this interactive workshop you will learn about the PetroSkills process for constructing programs that deliver skilled application across desired competencies. We'll review Track 1 and Track 2, 14 month and 10 month programs that develop individuals into Rig Supervisors and Well Planners. We'll look at the building blocks of programs that span the 70-20-10 (On the Job - Social - Formal) model commonly used in our industry. Then, under guidance, participants will have the opportunity to draft a program that addresses a need in their Company. Follow on workshops will allow these programs to be fully fleshed out, and available for deployment in 2023.</p>	Mason Gomez	PetroSkills
Houston London Dammam Kuala Lumpur	<p>13:30 - 16:00 19:30 - 22:00 22:30 - 01:00+ 03:30+ - 06:00+</p> <p><b>OQ Enhancement Workshop (Room T2)</b> Within the Midstream segment, OQ serves an important role in assuring operational capabilities related to safety, health, technical aptitude etc. In this workshop, panel members will engage in a discussion that describes recent enhancements to OQ within their organizations and identify areas warranting further improvement efforts. Topical areas will span a breadth of OQ related topics including process improvement, learning content design/deployment, OQ supporting systems and OQ reporting. Supporting alliance collaboration opportunities will be identified and prioritized.</p>	Chrystah Carter	Plains All American
Houston London Dammam Kuala Lumpur	<p>13:30 - 16:00 19:30 - 22:00 22:30 - 01:00+ 03:30+ - 06:00+</p> <p><b>Process Safety Community Workshop (Room T3)</b> The purpose of the session is to share the common challenges we face in implementing effective and sustainable Process Safety Management in our organizations and to identify what more needs to be done to tackle the common issues. In particular, we would like to consider the following items</p> <ul style="list-style-type: none"> <li>• Process safety leadership and culture</li> <li>• Ensuring effective PSM competencies - developing a standard CMAP for process safety management</li> <li>• Training solutions available and needed</li> <li>• The need for a PSM maturity model to drive long term sustainability of approach</li> </ul>	Andy Gibbins Bill Kemp	PetroSkills

MONDAY, JANUARY 23<sup>rd</sup> CONTINUED

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Houston London Dammam Kuala Lumpur	<p>13:30 - 16:00 19:30 - 22:00 22:30 - 01:00+ 03:30+ - 06:00+</p> <p><b>Empowering Learning Organizations as Strategic Partners (Room T4)</b></p> <p>In this workshop the focus is to help learning organizations move from a 'reactive order-taking' role, repositioning the learning organization as a 'proactive partner' in driving the business forward. This interactive session is designed to let participants experience a series of repeatable collaboration tools and facilitation techniques that will drive to solutions we all can use today. Thoughtium is a leading experience-driven consulting firm which focuses on learning strategy and learning organizations.</p>	Grift Krehnbrink	Thoughtium
Houston	17:00 - 20:00	<b>Key Member and Curriculum Advisor Dinner</b> (Key Members and Curriculum Advisors)	

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Houston	07:30 - 08:00	<b>Networking Breakfast</b>	
Houston	08:00 - 09:00	Jose Quevedo	PetroSkills
London	14:00 - 15:00		
Dammam	17:00 - 18:00		
Kuala Lumpur	22:00 - 23:00		
	<p><b>Sector Council Updating &amp; Interest Meeting - Downstream (Room T2)</b></p> <p>Provide to PetroSkills Alliance Members and Non- members with the updated information about the offer of PetroSkills training solutions for the Downstream Sector (Refining and Petrochemical):</p> <ul style="list-style-type: none"> <li>• Competency Maps and the opportunity of support to the allied companies in developing a comprehensive competency assessment for operators and maintenance staff, in order to detect their skills gaps and define a customized training program for gaps closing</li> <li>• ePilot: wide offer of short duration on-line training courses in basic skills required for operators and available in different languages</li> <li>• PetroAcademy: wide availability of on-line courses for technical and professional staff</li> <li>• Simulation Solutions: availability of modular process simulators of different equipment and systems associated to the downstream processes, that can be used for operators and entry level engineers to enhance their troubleshooting skills</li> <li>• Besides the presentation of the current offer of training solutions for the Downstream sector, a brief explanation of the subject matters in which we are working on will be presented as well.</li> </ul>		
Houston	08:00 - 09:00	Dr. Saheim Khalaf Al-Temimi	University of Doha for Science and Technology
London	14:00 - 15:00		
Dammam	17:00 - 18:00		
Kuala Lumpur	22:00 - 23:00		
	<p><b>Continuing and Professional Education at the University of Doha for Science and Technology - UDST (Room T3)</b></p> <p>The presentation will share the key requirements for upskilling the workforce in Qatar and the strategic need for the development of local talent. The particular challenges associated with a rapidly developing country will be outlined. The presentation will explore how a partnership with a major, high quality training provider allows acceleration of this process, enabling a significant decrease in time to autonomy. Finally, we will discuss how this model meets the requirement for In-Country Value (ICV) whilst maintaining world class delivery standards.</p>		

TUESDAY, JANUARY 24<sup>th</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston London Dammam Kuala Lumpur	08:00 - 09:00 14:00 - 15:00 17:00 - 18:00 22:00 - 23:00	<b>OPAL - The Collaboration Enabler (Room T4)</b> The Collaboration Enabler Mr. Humaid AL Harrasi from the 'Oman Energy Association' known as OPAL, will deliver a presentation on how OPAL have contributed to foster and achieve collaboration within the industry, within Oman, via membership, communication, engagement and working towards achieving National Objectives. Humaid will provide examples of collaborative initiatives lead by OPAL and shall conclude with an opportunity to ask questions and engage with session attendees.	Humaid Al Harrasi OPAL
Houston	09:00 - 09:30	<b>Networking Break</b>	
Houston London Dammam Kuala Lumpur	09:30 - 10:30 15:30 - 16:30 18:30 - 19:30 23:30 - 00:30+	<b>MOL Presentation (Room T2)</b> Professional competence development is our responsibility for the entire Downstream in MOL Group. We are making continuous progress in covering the area with the relevant competence maps, the demand is there, and new inquiries keep coming regularly. What is happening when a new request is coming, and we don't have a PetroSkills base competence map? We are creating one ... from scratch. Our story presents this unique journey.	Annamária Gyórfy-Hegedűs Thomas Meszaros MOL
Houston London Dammam Kuala Lumpur	09:30 - 10:30 15:30 - 16:30 18:30 - 19:30 23:30 - 00:30+	<b>Sector Council Updating and Interest Meeting - Geothermal (Room T1)</b> The strategy to develop and deliver a timely cost-effective multifaceted training program for the Renewable component of the Energy Transition leverages heavily the PetroSkills Alliance discipline network, through which Alliance member SMEs provide input on training materials content. This session will outline Alliance Plans and collect your feedback in the alliance's Geothermal plans.	Allen Sinor GeoX
Houston London Dammam Kuala Lumpur	09:30 - 10:30 15:30 - 16:30 18:30 - 19:30 23:30 - 00:30+	<b>Sector Council Updating &amp; Interest Meeting - Carbon Capture (Room T3)</b> After a brief overview of the purpose of the Sector Council, a case study of Blue vs Green Hydrogen costs will be presented. The study illustrates the application of skills from course PF-82 CO2 Capture from Stationary Industrial Sources.	Karl Gerdes PetroSkills



TUESDAY, JANUARY 24<sup>th</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston London Dammam Kuala Lumpur	09:30 - 10:30 15:30 - 16:30 18:30 - 19:30 23:30 - 00:30+	<b>Subsurface Workflow Efficiency Improvements Using Machine Learning - Case Studies (Room T4)</b> Subsurface Workflow Efficiency Improvements Using Machine Learning - Case Studies Presentation, discussion, and Q&A opportunities to explore the ways Machine Learning improves subsurface workflows. Examples include	Shane Prochnow John T. Foster, Ph.D., P.E. Michael Pyrcz, Ph.D., P.E.
	<ul style="list-style-type: none"> <li>Automated Field Operation KPIs - How do we save time while reporting but still efficiently track KPIs, calculate AFEs, visualize data, and keep multiple teams informed?</li> <li>Forecasting - Type Curve Modeling in Python - How do we go beyond Excel and better aggregate, review, visualize, and manipulate historical well production data for type curve generation?</li> <li>Exploration - Augmented Volumetric Resource Calculations - How do we better estimate resource volumes by accounting for subsurface spatial data bias?</li> </ul>		Chevron Daytum

Houston	10:30 - 11:00	<b>Networking Break</b>		
Houston London Dammam Kuala Lumpur	11:00 - 12:00 17:00 - 18:00 20:00 - 21:00 01:00+ - 02:00+	<b>Technical Development in Shale COP Meeting (Room T2)</b> "In a perfect world, what would the Community of Practice deliver in 2023? - Let's look back at 2022, and discuss topics we could tackle this year...from supply chain to stage spacing to project economics...all in the context of "energy transition".	Luis Baez Ron Dusterhoft Kyle Willis Cameron Rempel Steve Western Bill Powell	ConocoPhillips Halliburton Chevron Oxy PetroSkills
	<ul style="list-style-type: none"> <li>Luis Baez, ConocoPhillips Joint Ventures Manager, Permian Basin</li> <li>Ron Dusterhoft, Halliburton Technology Fellow, Production Enhancement</li> <li>Kyle Willis, Chevron Earth Scientist, Midcontinent Business Unit</li> <li>Cameron Rempel, Oxy Vice President - Subsurface Engineering</li> <li>Steve Western, PetroSkills Technical Director, Geosciences</li> </ul>			

TUESDAY, JANUARY 24<sup>th</sup> CONTINUED

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Houston London Dammam Kuala Lumpur	<p>11:00 - 12:00 17:00 - 18:00 20:00 - 21:00 01:00+ - 02:00+</p> <p><b>Sector Council Updating &amp; Interest Meeting - Carbon Sequestration (Room T3)</b> The strategy to develop and deliver a timely cost-effective multifaceted training program for the Carbon Sequestration component of CCUS leverages heavily the PetroSkills Alliance discipline network, through which Alliance member SMEs provide input on training materials content. Essentially the entire value chain of technical disciplines is used by this new Sector to select storage sites and assess risk, including economics of storage, storage site characterization and the monitoring and verification of performance. Furthermore, the impact on storage site lifetime costs of regulatory requirements, as well as messaging to stakeholders, including the public, are included in this new Sector.</p>	Harvey Goodman	PetroSkills
Houston London Dammam Kuala Lumpur	<p>11:00 - 12:00 17:00 - 18:00 20:00 - 21:00 01:00+ - 02:00+</p> <p><b>Dashboarding Design - Efforts Supporting Enhancement of Employee Engagement &amp; Utilization of a CMS/LMS (Room T4)</b> Plains All American participated in the recently completed Permian Strategic Partnership (PSP) Catalyst project. Following completion of PSP Phase I, Plains worked with PetroSkills to envision an enhanced learner dashboard experience for its operating personnel. While in the conceptual phase, Plains continues to support the Alliance in progressing this concept. This presentation will highlight the desired enhancements and allow for discussion/input from participants on further improvements.</p>	Cheryl Washburn	Plains All American
Houston	12:00 - 13:00	<b>Lunch Break</b>	
Houston London Dammam Kuala Lumpur	<p>13:00 - 16:00 19:00 - 22:00 22:00 - 01:00+ 03:00+ - 06:00+</p> <p><b>GHG Reduction Strategies Workshop (Room T3)</b> GHG reduction initiatives are commanding a significant amount of interest among all segments of the Petroleum industry. This workshop will provide an overview the scope of strategies as well as insights as to which seem to be achieving targeted results (both in terms of reduced emissions and project economics. Approaches to company audits and regulatory trends will also be scoped. Discussions amongst participants will help further PetroSkills efforts to enhance its GHG reduction CMAP and supporting training resources.</p>	Ron Frend	PetroSkills

TUESDAY, JANUARY 24<sup>th</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston London Dammam Kuala Lumpur	<p><b>Permian Strategic Partnership Workshop (Room T1)</b></p> <p>In 2022, PetroSkills facilitated the execution and completion of the Permian Strategic Partnership (PSP)* Phase I “Catalyst Project”. Catalyst identified early career competency profiles associated with 20+ job roles deemed to be in high demand over the next three to five years. In total over 2000 competencies were selected by member companies for inclusion in the profiles, an illustration of the breadth of the challenge to build the talent ready pipeline of future employees necessary to support the Basin’s anticipated hiring needs.</p> <p>This workshop will focus on the value proposition and associated challenges/lessons learned, in successfully executing a consortia-based project of this type. Further, as many (most?) consortia efforts tend to reside only on the “study shelf” - with only selected consortia member follow-up/utilization - discussions will additionally focus on strategies to enhance follow through and value creation associated with consortia project deliverables.</p> <p>*The Permian Strategic Partnership has as its Mission - “To strengthen and improve the quality of life for Permian Basin residents by partnering with federal, state, and local leaders to develop and implement strategic plans that foster superior schools, safer roads, quality healthcare, affordable housing and a trained workforce”. PSP currently consists of 19 member companies.</p>	Matt Henwood Darrell Sim	Oxy PetroSkills
Houston London Dammam Kuala Lumpur	<p><b>Data Science and Machine Learning Workshop (Room T4)</b></p> <p>This interactive workshop is hosted by Dr. Michael Pyrcz, Associate Professor at UT Austin Petroleum &amp; Geosystems Engineering and Jackson School of Geosciences.</p> <p>The workshop is focused on helping the audience understand the possibilities and limitations of machine learning. The examples use real data and workflows from problems that are familiar to working engineers and geoscientists. Discussion topics include introduction to the general concepts, terminology, and workflows with critical and optimistic perspectives on opportunities to add value to E&amp;P disciplines. ML for Interference and ML for Prediction are introduced with demonstrations of these methods using industry data.</p>	Dr. Michael Pyrcz	Daytum

TUESDAY, JANUARY 24<sup>th</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston London Dammam Kuala Lumpur	<p>13:00 - 16:00 19:00 - 22:00 22:00 - 01:00+ 03:00+ - 06:00+</p> <p><b>Ensuring the Sustainability of Talent in Oil and Gas through the Energy Transition (Room T2)</b> In this session we will build some “future-proofing” around the talent strategy necessary to ensure relevance, impact and feasibility of the strategy through the transition both near and far term. This interactive session is designed to let participants experience a series of repeatable collaboration tools and facilitation techniques that will drive to solutions we all can use today. Thoughtium is a leading experience-driven consulting firm which focuses on learning strategy and learning organizations.</p>	Griff Krehnbrink	Thoughtium
Houston	<p>17:00 - 18:30</p> <p><b>Evening Social at the Courtyard Marriott (All Invited)</b></p>		
Houston London Dammam Kuala Lumpur	<p>19:00 - 21:00 01:00+ - 03:00+ 04:00+ - 06:00+ 09:00+ - 11:00+</p> <p><b>Regional Solutions Virtual Workshop - Asia Pacific (Virtual)</b> In this interactive session, companies located in the Asia Pacific region will be discussing Team Lead Talent Management and OD / Senior Advisor OD and The Australian Hydrogen Industry is ramping up. Companies will be giving a 7- 10 minute presentation followed by 10 minutes discussion by the panel of members</p>		

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Houston	07:30 - 08:00	<b>Networking Breakfast</b>	
Houston	08:00 - 09:00	John Specht	Shell
London	14:00 - 15:00		
Dammam	17:00 - 18:00		
Kuala Lumpur	22:00 - 23:00		
<p><b>Developing Integration Capabilities in the Energy Transition (Room T2)</b>                  How are we upskilling in the Energy Transition? We are focused on building differentiating capability and learning the details of new technologies and businesses. The driver for success is integration. Integration has already been an enabler for success as we navigate through various hydrocarbon processes, but now we need to consider non-HC processes as well. We will share ideas on how we can we develop integration. We will welcome a wider discussion, comments, and brainstorming.</p>			
Houston	08:00 - 09:00	Simon Klampfer Bettina Jungmann	OMV
London	14:00 - 15:00		
Dammam	17:00 - 18:00		
Kuala Lumpur	22:00 - 23:00		
<p><b>Competence Dashboard (Room T4)</b>                  Alliance member's activities on an optimized use of the COMPASS data triggered the wish to have something similar in OMV. A data model was generated and together with PetroSkills refined for usage in a PowerBI dashboard. In the meantime design wishes were collected from the community, upon which a first build was completed by IT and released for testing. Further ideas of improvement were included, the product was finalized for roll-out to Line Managers - as a tool for their development talks and Skill Pool Managers. A live demo of OMV's competence dashboards will then conclude the presentation.</p>			
Houston	08:00 - 09:00	Neel Jhaveri	TaskHuman
London	14:00 - 15:00		
Dammam	17:00 - 18:00		
Kuala Lumpur	22:00 - 23:00		
<p><b>Coaching and Mentoring COP Meeting (Room T3)</b>                  The importance of having the right coaching skills to enhance the technical coaching process inside of your organization can't be taken for chance. This session will focus on the process by which coaches are identified, qualified, assessed and reviewed prior to being released into coaching assignments by a leading coaching organization. Neel Jhaveri, VP Business Development at TaskHuman with share the process used by their organization which employs thousands of coaches world-wide, and why the vetting process is critical in any industry . We will have interactive discussion of how this process would work in your organization, and as we did in a previous session, Neel will share the TaskHuman tool that we are evaluating for PetroSkills' programs at member companies.</p>			

WEDNESDAY, JANUARY 25<sup>th</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston	09:00 – 09:30	<b>Networking Break</b>	
Houston	09:30 – 10:30	Tom Wilker	PetroSkills
London	15:30 – 16:30	The strategy to develop and deliver a timely cost-effective multifaceted training program for the Renewable component of the Energy Transition leverages heavily the PetroSkills Alliance discipline network, through which Alliance member SMEs provide input on training materials content. This session will outline Alliance Plans and collect your feedback in the alliance’s Wind plans.	
Dammam	18:30 – 19:30		
Kuala Lumpur	23:30 – 00:30+		
Houston	09:30 – 10:30	Ron Frend	PetroSkills
London	15:30 – 16:30	<b>Sector Council Updating &amp; Interest Meeting - GHG Management (Room T3)</b> Green House Gas Management is a very relevant and current topic. We will begin this new Sector Council with a discussion on the current status of GHG management and look forward to Alliance member input.	
Dammam	18:30 – 19:30		
Kuala Lumpur	23:30 – 00:30+		
Houston	09:30 – 10:30	Lisa Adam	Shell
London	15:30 – 16:30	<b>Electrical Engineering / M124V Course: Shell and PetroSkills Collaboration (Room T4)</b> Delivering ‘important but not unique’ training content has always been the focus of the PetroSkills Alliance. Recently, Shell and PetroSkills entered a long-term collaboration to make significant updates and deliver Shell’s well-regarded ‘Electrical Engineering I’ (M124) course. This session will discuss the process and mutual benefits of the Shell M124 collaboration over the last two years, and the evolution of the course into a public version available in 2023.	
Dammam	18:30 – 19:30		
Kuala Lumpur	23:30 – 00:30+		
Houston	10:30 – 11:00	<b>Networking Break</b>	
Houston	11:00 – 12:00	Shu Yi	PetroSkills
London	17:00 – 18:00	<b>Blended Learning and Instructional Design COP Meeting (Room T4)</b> Personalized learning paths require intentional design and flexible technology to adopt to individual learner needs. Join us for a session on creating personalized learning for the oil and gas industry.	
Dammam	20:00 – 21:00		
Kuala Lumpur	01:00+ – 02:00+		

WEDNESDAY, JANUARY 25<sup>th</sup> CONTINUED

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston London Dammam Kuala Lumpur	<p>11:00 – 12:00 17:00 – 18:00 20:00 – 21:00 01:00+ – 02:00+</p> <p><b>Zallaf Libya - Competency Management System Phases and Key Learnings (Room T3)</b> A brief introduction to Zallaf Libya Oil &amp; Gas activities and current projects overview. It also addresses Competency Management System experience, and key learning through building the data model, understanding and utilizing the system, and preparing evaluation data from COMPASS for the development of our staff. The presentation outlines the common challenges associated with a newly established company in a rapidly developing country faced in implementing effective and sustainable CMS in our organizations, identifying the requirements to fill knowledge gaps, and achieving industry standards. The strategy is to develop and deliver a timely cost-effective multifaceted training program for the development of our staff through the PetroSkills Alliance discipline. This is only a starting point in our journey to achieve collaboration within the industry.</p>	Khawla Sherif	Zallaf
Houston London Dammam Kuala Lumpur	<p>11:00 – 12:00 17:00 – 18:00 20:00 – 21:00 01:00+ – 02:00+</p> <p><b>Sector Council Updating &amp; Interest Meeting - Blue/Green Hydrogen (Room T2)</b> The strategy to develop and deliver a timely cost-effective multifaceted training program for the Blue/Green H2 component of the energy Transition leverages heavily the PetroSkills Alliance discipline network, through which Alliance member SMEs provide input on training materials content. This session will outline Alliance Plans and collect your feedback in the alliance's Blue/Green H2 efforts.</p>	Ron Frend	PetroSkills
Houston	12:00 – 13:00	<b>Lunch</b>	

THURSDAY, JANUARY 26<sup>th</sup>

TIME	SESSION TITLE AND DESCRIPTION	PRESENTER/PANELISTS	COMPANY
Houston	07:30 – 08:00	<b>Networking Breakfast</b>	
Houston London Dammam Kuala Lumpur	08:00 – 09:30 14:00 – 15:30 17:00 – 18:30 22:00 – 23:30	<b>Software Solutions: Active Learner and Compass Enhancements - Ability (Room T2)</b> Many Alliance Members subscribe to our software products - Active Learner and Compass. This session will cover the enhancements that have occurred in the past year and will cover the upgraded flagship product, Ability. Come and learn about what's new for users, administrators, and our upcoming launch of Ability.	Scott Blomgren PetroSkills
Houston London Dammam Kuala Lumpur	09:30 – 10:30 15:30 – 16:30 18:30 – 19:30 23:30 – 00:30+	<b>ePilot Demonstration (Room T2)</b> ePilot is PetroSkills' enterprise-wide eLearning solution for Operations and Maintenance Personnel. This session will review recent product enhancements, newly released courses, and other new features.	Lori Kessler PetroSkills
Houston London Dammam Kuala Lumpur	10:30 – 11:30 16:30 – 17:30 19:30 – 20:30 00:30+ – 01:30+	<b>PetroAcademy Demonstration (Room T2)</b> PetroAcademy is a blended learning solution which combines the best of self-paced learning methods with live virtual instruction. The target audience is geoscientists and engineers. Learn how	Sheila Vanlyke PetroSkills
Houston London Dammam Kuala Lumpur	08:00 – 12:00 14:00 – 18:00 17:00 – 21:00 22:00 – 02:00+	<b>Troubleshooting Courses for Operators and Engineers - Process Simulator Demonstration (Room T1)</b> PetroSkills Simulation Solutions holds a library of 37 process simulators ranging from Centrifugal Pumps, Instrumentation, and Compressors to Distillation columns, Basic Combined Cycle Power Plant, and Atmospheric Crude Unit. These generic process Simulators are used as training tools for Operators (board and outside) and Early Career Engineers alongside PetroSkills' Simulation Solutions troubleshooting training courses.	Michael Lampasona PetroSkills

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## CONCLAVE 2023: PRESENTERS AND HOSTS

**Lisa Adam** is a Chemical Engineer and has been with Shell for 34 years. She is currently the Shell Learning Advisor for Instrumentation, Control and Electrical and has been in the role for over four years. Lisa supports PetroSkills as a Curriculum Advisor for Instrumentation, Control and Electrical Discipline and has participated in course collaborations with PetroSkills.

**Dr. Saheim Khalaf Al-Temimi** is an experienced in the field of Continuing and Professional Education with a demonstrated expertise of working in the Oil & Gas & higher education sectors. Skilled in Strategic Management, Sustainability, Continuing Education, Strategy development ,Critical Thinking, Decision-Making, Stakeholder Management, Commercial & Marketing ,Teamwork, and Leadership. Higher Education/Oil&Gas professional with a MBA&PHD degrees in Strategic Management/Sustainability/Organizational Politics from University of Liverpool & Qatar University.

**Tony Anderson** is Competency Consultant and Project Manager within the Consulting Solutions team at PetroSkills. He is based in Sydney, Australia and has focus in Asia-Pacific and the Middle East. Tony is a Chemical Engineer and Physical Chemist by training and had a number of roles with a major industrial gases company which included management of the operations that dealt with highly toxic, spontaneously flammable as well as very expensive ultra high purity gases and mixtures. This was a high-hazard area which meant employee competency was critical in successful risk management. This work led to Tony managing technical standards, management systems and employee competency for the global group; where TTG Systems, now a part of PetroSkills, played a key role in methodology and software. For over 20 years, Tony has been working with PetroSkills' clients around the world, and across the value chain.

**Daniela Alicandro** has a degree in HR from the Buenos Aires University in 2011. She began her career in a HR consulting company and then in 2013 moved to Neuquén - Patagonia Argentina - to start the next step in YPF. Daniela currently works as HRBP in Unconventional Business, helping leaders and individual contributors develop themselves and look for their best version.

**Mustafa Baair** received his B.Sc. degree (Geology) from Nasser University Tripoli, Libya in 1991, and his MSc degree (Petroleum Geoscience) from Oxford Brookes University Oxford, England in 1997. He has started his career at Veba Oil Operations as Geologist in 1994. In 2005, he joined Woodside Energy NA as Senior Geoscientist. In 2008, he joined ExxonMobil International Limited UK as Senior Geoscientist. In 2019, he joined Zallaf Libya for Oil and Gas as Exploration Manager. In 2022, he transitioned to the role of Exploration Advisor. Mustafa lives in Tripoli, Libya.

**Mark Bledsoe** is the Process Manager for Operations Training and Continuous Improvement for Aera Energy, an upstream California E&P company. Mark has over 30 years of experience with Aera, CalResources, and Shell, starting his career in Operations. In addition to several Operation roles, his unique career path includes assignments in Production Engineering, Facilities Engineering, Environmental Health & Safety, Human Resources Training, Construction and Project Management. He also spent 9 years as Vice President Operations for KSI, a leading construction and maintenance firm which serves upstream energy producers in California, West Texas, North Dakota, Wyoming and Colorado. His passion is to help others grown into their full potential in the roles in which they serve as well as to find meaning in the work they do for the greater good of society, regardless of industry.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Scott Blomgren** is a Senior Professional in Human Resources (SPHR) and is the Vice President of Software Solutions at PetroSkills. He joined the company in January of 2020. He has the privilege of leading the efforts of the software development team and the client services team at PetroSkills. These teams support the digital efforts of PetroSkills and the hundreds of clients we have the pleasure of working with every day. Scott earned a B.S. in Industrial Safety from the University of Central Oklahoma and his MBA from Oklahoma University. He has worked as an HSE professional in Texas, Missouri, and Oklahoma. He has delivered over 10,000 hours of instruction in all fifty states and all US territories. He has consulted and coordinated emergency response for clients in upstream, midstream, downstream oil and gas and chemical processing and transportation companies across the United States. Scott held management positions at Chesapeake Energy in HSER, human resources, and innovation technologies groups from 2009 - 2019.

**Ford Brett** is the CEO of PetroSkills, a Professional Engineer, has authored more than 30 technical publications, holds more than 30 patents, has consulted in over 45 countries, is a SPE Distinguished Lecturer, has served on the SPE board of directors, and advised the US Department of Interior immediately following the Gulf of Mexico Tragedy. Ford holds a BSE in Physics from Duke University, an MS in Engineering from Stanford, and an MBA from Oklahoma State. Ford identified 'Drill Bit Whirl' which the Oil & Gas Journal listed as one of 'The 100 Most Significant Developments in the History of the Petroleum Industry'.

**Chrystah Carter** is the HSE Training Supervisor for Operator Qualification (OQ) and Competency at Plains. She serves as the OQ Administrator, leading Plains OQ Working Group, as well as serving on the API OQ Working Group as Vice chair. In addition, she leads the Employee Development Program for Plains. Chrystah joined Plains in December 2013 as a Regulatory Compliance Specialist, prior to moving into her current role at the beginning of 2022. She has worked in various capacities, including regulatory reporting, internal and external audits, work management within the Maximo database, Operations and Maintenance manual management, and now the OQ and training space.

**Kevin Cuyler** is the Director of Technical Division Operations at PetroSkills where he supports the Technical Discipline Networks and Communities of Practice for PetroSkills' Alliance Members. He spent 18 years working for Halliburton prior to joining PetroSkills in 2014 where his focus was on Drilling Fluids, Competencies and Human Capital Development. While at Halliburton, Kevin was a PetroSkills Advisory Board Member for that Alliance Member as well as a Curriculum Advisor. Kevin holds a BS degree in Wildlife and Fisheries Sciences from Texas A&M University in College Station, Texas and is the Discipline Manager for the Petroleum Business, HSE and Multi-discipline network groups and has special interest in Drilling Fluids, Well Construction, and Competency Programs and Assessments.

**Ronald (Ron) Dusterhoff** is a Halliburton Technology Fellow for Production Enhancement with 38 years of industry experience. Ron's specific areas of thought leadership include hydraulic fracturing, FracPac completions, sand control screens, sand consolidation, sand control down hole tool systems, completion design and reservoir simulation for shale. Ron is currently focused on drilling and completion optimization, reservoir understanding and stimulation design for unconventional, shale assets. This involves the use of full asset workflows and more effective data management to maximize collaboration and knowledge sharing between Geoscience, Drilling and Completion Engineering.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Conrad Dziobon** is an energy industry professional with over 30 years' experience. Mr. Dziobon works for PetroSkills and collaborates with product Managers and clients to achieve customer satisfaction, helping organizations develop via their greatest assets, their staff. His skills in operations, training, breaking down communication silos, compliance, quality, workplace assessment, competency assurance and employee relations enable him to elicit the needs of organizations, and advise on the best approach and interventions to meet those needs. In addition to operations and field positions over 20 years, Mr. Dziobon held training/assessor/verifier positions for several organizations, in Kuwait, Azerbaijan, Libya, Malaysia, and Oman. Mr. Dziobon holds a National Certificate in Plant Engineering from Grimsby College of Technology and a MSc, Human Resource Management & Development from Salford University

**Francisco Espina** is a Petroleum Engineer, graduated from the University of Zulia - Venezuela in 1996. He has a Specialization in Drilling Engineering and a master's degree in Business Management, mention: Operations Management. He began his career at Maraven -a PDVSA subsidiary- in 1995, where he began as a drilling engineer in the Lake Maracaibo operations. He was an ordinary professor of the Drilling I chair at the School of Petroleum of the University of Zulia. He has been working for YPF since 2007, working as a drilling engineer in the Neuquina basin, Golfo San Jorge and Exploration at the Argentine level. After that, he held the positions of Drilling Engineering Manager, D&C Exploration Manager and D&C Technical Manager. He currently works as D&C Knowledge Management Manager.

**John T. Foster**, Ph.D., P.E. is a co-founder and CTO of Daytum. John is an Associate Professor at UT Austin Petroleum & Geosystems Engineering. He is a graduate of Texas Tech with a B.S./M.S. in Mechanical Engineering and holds a Ph. D from Purdue. He has 10+ years of teaching experience and worked 7 years at Sandia National Labs. He specializes in Data Science, Python / C++ / Fortran / Julia, High-Performance Computing, Software Engineering, Computational Modeling , Hydraulic Fracturing and Reservoir Geomechanics, and Reservoir Simulation.

**Ron Frend** is a registered engineer and has extensive engineering and management experience in the oil and gas sector. He rose to a senior position in Shell International (Middle East) before opening a worldwide engineering consultancy based in England. He is a Registered Engineer with an MSc from Huddersfield University in England as well as being a certified Chief Engineer Officer (marine). Ron is currently Head of Surface Facilities Training for PetroSkills with special responsibility for Mechanical Engineering and Offshore/Subsea training and is Sector Council Manager for Greenhouse Gas Management.

**Dr. Karl Gerdes** is an independent consultant in the energy business - retiring after 37 years with Chevron in 2013. He has expertise in natural gas processing and treating, emerging gas technology (e.g., gas-to-liquids), and in technology to mitigate GHG emissions from industrial operations CO2 Capture & Geologic Storage, or CCS. His work with CO2 technology dates from EOR projects in the early 1980's. He engaged in planning and oversight of two large international consortia to develop CO2 capture & storage technology beginning in 1999. Karl is the course director for the PetroSkills course PF-82, "Carbon Capture from Stationary Industrial Sources" and is the CO2 Capture Sector Council Manager.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Andy Gibbins** is Regional Director Middle East with PetroSkills. Based in Dubai, Andy is account manager for various major clients in the GCC. In addition to this, Andy is instructor and consultant for Process Safety Management and Process Safety Engineering. Andy has a B.Eng. (Hons) in Chemical Engineering and spent many years in Operations Management roles with Shell.

**Harvey Goodman** is involved in the development of supporting training content and business development engagement with both current and future clients working in the Carbon Sequestration energy domain. Also, Emeritus Chevron Fellow for Rock Mechanics & Mechanical Earth Modeling. Guest Scientist Los Alamos National Laboratories (2020) – complex elasticity & nonlinear acoustics physics. Former Principal Investigator – Mont Terri Underground Shale Laboratory focusing on CO<sub>2</sub> injection well integrity breach solutions in caprock.

**Mason Gomez** has Upstream Engineering background with Shell and Halliburton (Completions, Reservoir, Drilling) for 25 years before joining PetroSkills. Now EVP of the Upstream training business. Supports programs, PetroAcademy development, and ILT in this area.

**Todd Green** is group lead for the Technical Advisory Group at Saudi Aramco's Upstream Professional Development Center where he supervises the development and delivery of all Upstream professional development courses. Prior to joining Saudi Aramco in 2014, he worked for Halliburton, Baker Hughes, and BJ Services. He graduated from Texas Tech University with a BS in Multidisciplinary Science.

**Annamária Györffy-Hegedüs** (Downstream Business Competency Development Lead expert) I am leading and driving the Group DS professional competence development program/projects to ensure the pool of employees have the appropriate – current and future desired – competencies to serve MOL Group DS business objectives and expectations. I am responsible for managing the DS GPS Competence Development Program, the activities of the program/projects and coordinates the team, aligning between business needs and the sourcing and development needs of professional resources. As a former HR Business Partner I have a quite detailed professional experience, I supported the Downstream Division' different organizations for more than 10 years. I believe in constant development, so I have ongoing university studies – Corporate internal and executive coaching.

**Matt Henwood** is Manager, Global Technical & Operations Training, for Occidental Oil & Gas (Oxy) in the Operations Engineering Corporate Function based in Houston, Texas. Prior to his current role, Matt held senior management roles in the Oil & Gas Service sector of the industry in Technical Training, Competency, Operational Excellence and Operations (Drilling) in which capacity one of his focus areas was to set up and manage global training & competence programs for technical professionals across a corporation of 72,000 employees. Before joining Oxy in 2014, Matt has had geographical experience working in these roles worldwide including the Asia Pacific, Middle East, Americas, Europe, and the North Sea. Prior to joining the Oil & Gas Industry in 2005, Matt served in the Australian Defense Force in both Technical Aviation Roles (Aviation Maintenance Engineering) and Training Roles.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Ron Hinn** is a people oriented technical manager, possessing strong leadership and communication skills. A registered professional engineer, Ron's 40-year career has spanned numerous roles including staff engineering, engineering supervision, corporate knowledge management and professional staffing and competency development. Ron is an active supporter of global engineering accreditation activities, having served in multiple roles for ABET. He is a past Executive Vice President of PetroSkills, currently serving in a strategic consulting capacity.

**Steve Howard** is a Senior Solutions Consultant supporting clients who use Ability's competency engine and assists with other software support at PetroSkills. He joined PetroSkills in August of 2009 after almost 31 years at Halliburton. Prior to that, Steve started in the oil field as a Field Operator, then moved into maintenance as a heavy equipment mechanic and then Shop Foreman. From there, he moved into Halliburton Global Quality developing their internal CMS, had the privilege to implement Halliburton's CMS at NASA, and then moved to Global HRD for Web based CMS development company wide.

**Brian Inglis** has spent 40 years in the energy sector across Australia, working in power generation and liquefied natural gas industries in operational, training and management roles. Brian is now director of an Energy Training Solutions consultancy, has an MBA from Curtin University and the most recent major project: developing, implementing, and managing the training strategies for the ConocoPhillips operated Australia Pacific LNG project in QLD, Australia. From working with fossil fuels (brown coal, black coal and natural gas) in the energy industry, the focus now is on decarbonization, hydrogen and renewable energy technologies, specifically in relation to awareness, training, skills and competencies required.

**Tahir Iqbal** has more than 13 years of international experience in strategic and innovative HR in a variety of industries, including oil & gas, telecommunications, hospitality, and manufacturing. Tahir is a Senior Certified Professional in HRM. He currently works as Team Lead Talent Management & OD for Mari Petroleum Company Limited. He oversees managing the technical competency framework for petro-technical professionals, as well as organizational effectiveness, leadership development, and cultural interventions.

**Mohammed Jrana** a Process engineering professional with 3 years of experience in the Oil & Gas industry in a fast-paced, young engineering environment. Graduated 2019 top of his class from the Chemical Engineering Department at the University of Tripoli and joined Zallaf back in 2020 as an Engineer in Training quickly promoted to a mid-level process engineer by the end of 2022.

**Neel Jhaveri** is the Director of Client Solutions at TaskHuman, a global coaching platform with a vetted network of 1,500+ coaches spanning 60+ countries, 30 languages, and 1000+ skills. Neel has nearly ten years of experience partnering with fortune 500 clients to execute strategy and develop talent globally as a consultant and solution partner. He has deep experience working across multiple industries, including Oil & Gas, Metals & Mining, Renewables, and Manufacturing, and he spent several years working with numerous IOCs and independent E&Ps.

**Bettina Jungmann** HR, commercial and IT background, joined OMV in 2003 holding several positions in Human Resources; joined the Skill Pool Management team in 2017, responsible for Compasstool, all analysis tools and reporting.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Bill Kemp** is Sr. Training and Development Advisor / Alliance Member Liaison and been with PetroSkills since 2013. He is responsible for recommending technical and operations training, competency management, and training software solutions in the energy industry. He has over 40 years of technical, commercialization, business development, and training experience in oil and gas. Bill has a passion for technical and operations workforce development and was instrumental in the commercialization of workforce competency analytics to the industry in 2016-2017. He has a BSEE from the University of Texas at Austin.

**Jeff Kessler** has led the software development team at PetroSkills since 2001. During this period, Jeff has acquired expertise in learning technologies, and has successfully developed software solutions and processes to better support the needs of PetroSkills' clients. In addition, Jeff has experience in cloud hosting platforms, IT security & compliance, and Agile development processes.

**Lori Kessler** is the Product Manager for ePilot; she directs the development of safety and technical e-learning content for PetroSkills. Her current focus is on continuous improvement of the ePILOT content, including course enhancements. Lori has 11+ years of experience with eLearning platforms and holds a Project Management Professional (PMP) certification.

**Simon Klampfer** a PE graduate from the Leoben Mining University (1986), after three years there as Assistant Professor he joined OMV in 1989 as a Drilling Engineer, staying all his career in drilling with postings as Senior Drilling Engineer, Drilling Manager and Operations Manager in Austria, Libya, Pakistan, Iran, Yemen, Kurdish Region of Iraq, and New Zealand. From his last position as Drilling Manager Non-Operated Ventures he joined the Skill Pool Management team in 2019.

**Grift Krehnbrink** is a firm believer in tapping into collective genius and perspective. He is a respected and proven leader of people and his clients' highest stakes initiatives. He has an insatiable appetite for learning, both about new innovations and from new connections. Grift and his team have worked with clients to deliver on a wide range of initiatives ranging from building core first-line leadership skills at massive scale to improving strategy alignment at the executive level. He has experience in onboarding, M&A and integration execution, and design thinking and innovation. Grift has worked with organizations in different growth stages and different industries, leveraging insights from across this spectrum in the work he leads. He is passionate about connecting people to opportunity and achievement.

**Todd Kruger** is a manager in the Talent Management organization at Halliburton. Todd is involved in overseeing the company's corporate Learning & Competency framework; and supporting the 13 product service lines, 10 support groups and over 80 countries that make up its global operations. He joined the Halliburton in 1997 as a field engineer. Since then, he has progressed through a range of engineering, operations, project, and managerial roles. Todd has co-authored six technical papers, documenting Halliburton's journey of designing, implementing, and sustaining a competency program over the last 15+ years. These papers have been published by the Society of Petroleum Engineers (SPE) in 2012, 2013, 2014, and 2015.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Michael Lampasona** is the Engineering Manager for the Business Development and Simulation Solutions service lines for PetroSkills. His role includes sales generation and technical support for key clients in the midstream and downstream markets as well as project management for Simulation Solutions. He has become an accomplished professional by utilizing his innate ability to speak to others and growing technical/engineering knowledge of the energy industry. Michael graduated with a Bachelor of Science in Engineering Entrepreneurship with a concentration in Mechanical Engineering from Rowan University. His educational background can be described as a business and entrepreneurial mindset built upon a mechanical engineering foundation. This has allowed him to utilize an interdisciplinary background to close the gap between the engineering and business world.

**Terry Lehmann** is the VP of Membership and Strategic Accounts at PetroSkills, supporting several companies including Chevron, bp, ConocoPhillips, and ExxonMobil. Before joining PetroSkills, Terry's roles included teaching Earth Science and Geophysics, and Head of Learning for Baker Hughes, Weatherford, and Maersk Oil. His 'been there' experience in L&D roles help to provide valuable insights and advice for developing and implementing learning initiatives. He supports all the PetroSkills product and service lines offering best fit solutions to companies. Terry facilitates collaboration meetings on Best Practices and the Coaching and Mentoring Community of Practice.

**Loane Lennon** is the Woodside Energy Specialist Technical Capabilities, Houston, Texas. Loane worked in the UK legal profession for twenty years, prior to relocating to Houston 12 years ago. Her petroleum industry career started at BHP in records and data management, moving into Technical Capabilities. She is excited that the new company brings new opportunities and ideas, particularly in the transitioning energy space. She believes technical and career development is key to unlocking an organization's true potential.

**Chris Lerch** is the Woodside Energy, Lead Principal Technical Capabilities, Houston, Texas. Chris has worked in the petroleum industry for almost thirty-five years as a geoscientist and now technical capability advisor, focusing on technical learning/development, talent management, career development and recruiting. He has worked for Shell, BHP Petroleum and now Woodside Energy. He is passionate about the energy industry and the opportunity to facilitate development for the staff he works with.

**Paul Monaghan** is the Manager of the Midstream Sector Council at PetroSkills where he supports the related midstream Technical Discipline Networks and Communities of Practice for PetroSkills' Alliance Members. Prior to joining PetroSkills / John M. Campbell & Company, he spent 20 years developing training solutions and managing startup projects for downstream petroleum companies focused on operational excellence, asset reliability, workforce development, and process safety.

**Shanahan Mondal** is Senior Staff Engineer - Process Safety with Cheniere Energy based in Houston. Shanahan has 25 years of refining, petrochemical, and LNG experience. He has attained a diverse background in process engineering, advanced process control, operations, process safety and leadership development by working with companies such as Solvay Polymers, Marathon Petroleum, Valero, and CVR Energy. He has also served in leadership roles of the Advancing Process Safety initiative through the American Fuels & Petrochemical Manufacturers trade association. Shanahan has a B.S. in Chemical Engineering from the Massachusetts Institute of Technology.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Bernardo J Montell** born in Venezuela and a Mechanical Engineer the oilfield was unavoidable. Started with Halliburton 1998 as an Associated Tech Professional and progress up to Operations Manager for CT/N2 in West Venezuela. Moved to the USA as a CT/N2 Instructor back in 2006 and held positions in that area till 2022. Now the Technical Development Program Manager for Global Business Lines.

**Sherwin Moreira** is a seasoned Sales Manager with exposure to diverse industries like Banking, Aviation and Oil & Gas. Assertive sales manager recognized for contributions to record-setting sales figures, territory expansion and new account development. Offer an in-depth understanding of the sales cycle process and remain focused on customer satisfaction throughout all stages. Experienced, "fearless" cold-caller and expert presenter, negotiator and closer. Currently heading PetroSkills Asia Pacific based in Australia. I'm very happy to say that I'm a family man, wife and 3 kids and that makes my life after work.

**Jason Pingenot** and has worked in the oil and gas industry since 1994 as a consulting engineer and in operations as engineering lead. Mr. Pingenot has been with PetroSkills since 2012 as an instructor and is also the Discipline Manager for IC&E. He has a BSEE from the University of Colorado where he lives and is a Professional Engineer in many US states.

**Bill Powell** is the PetroSkills Integrated Disciplines Manager for Unconventional Resources and is leader of the Technical Development in Shale Community of Practice. Bill holds BS and MS degrees in Physics and is a member of SPE, AAPG, SEG, and EAGE. Throughout most of his oil & gas career with Schlumberger and S.A. Holditch & Associates Bill worked in various capacities with unconventional resources, including tight gas sands, coalbed methane (coal seam gas), and shale projects throughout the U.S. and internationally.

**Shane Prochnow** is the Digital Geology Advisor at the Subsurface Innovation Lab Chevron Technology Center. He has 15 years in the industry with ExxonMobil and Chevron. He has a Post Doctorate Ph. D. in Geology from Baylor. His research interests include unconventional, reservoir characterization, geostatistics, machine learning, and integrating complex systems. Shane previously worked as Reservoir Characterization Advisor for Chevron Unconventional Business Units, and Development Geologist for Chevron's Mid Continent Asset Development Group. He has 10 patents in machine learning for unconventional, and has authored 12 peer-reviewed papers ranging in topics from stratigraphy to environmental modeling to archaeology.

**Dr. Michael Pyrcz**, Ph.D., P.E. is a co-founder and Chief Science Officer of Daytum. John is an Associate Professor at UT Austin Petroleum & Geosystems Engineering and the Jackson School of Geosciences. He is a graduate of the University of Alberta where he received a Ph. D. in Geostatistics. Michael worked 13 years at Chevron. He specializes in Data Science, Machine Learning, Python / C++ / R / Fortran, Geostatistics, Statistical Modeling, Petrophysics & Pore Scale Processes Mining, Agriculture and Environmental Spatial Modeling, Conventional and Unconventional Hydrocarbon Resources, Geological Modeling, and Geologic Carbon Storage

**Raza Qureshi** Over the course of his 16-year career in HR, Raza has worked in the oil and gas industry, the FMCG and telecommunications industry. He currently holds the position of Senior Advisor for Organizational Development at Mari Petroleum Company Limited. In his current role, he has contributed to numerous transformational projects and is actively engaged in technical competency framework work, leadership development, and organizational cultural interventions.



## CONCLAVE 2023: PRESENTERS AND HOSTS

**Jim Read** is the Manager of Learning and Competencies at ConocoPhillips. He began his career as a Naval Architect and Marine Engineer at ARCO Marine, where a series of mergers and acquisitions brought him to ConocoPhillips. After earning a Finance degree, Jim enjoyed exciting roles in Commercial, Finance, Corporate Planning, Strategy, Joint Venture, and Asset Development. In his current Learning & Competencies role, Jim leads an amazing team of learning professionals that deliver ConocoPhillips' petrotechnical, functional, Lower 48 HSE & Operations, professional, learning design, and competencies programs.

**Cameron Rempel** is VP of Subsurface Engineering at Occidental, where he leads teams of experts that drive innovation and provide simulation and optimization support for Oxy's assets around the world. After graduating from Colorado School of Mines with a BS in Petroleum Engineering, he began his career at Anadarko (now Oxy), where he was the engineering manager on one of the company's first shale operations in the Maverick Basin. In his 25 years at the company, he has worked in nearly every aspect of upstream operations, from conventional to unconventional, exploration to production to EOR, planning and budgeting to senior leadership. He has managed projects in North Africa, Europe, and the US and has become a champion for the training and development of engineers.

**Alessandro Roviello** is the European Regional Director for Business Development and Strategic Accounts Management. He is responsible for building and maintaining high-quality relationships with Alliance Members, ensuring they realize their training and development needs. Alessandro graduated in Geological Science from the University of Naples (Italy) and spent over 20 years working as Geoscientist in several New Ventures Exploration and Business Development projects in Europe, the Middle East, and Africa with ENI and Repsol. Based in Madrid, Alessandro joined PetroSkills in September 2022.

**Mervyn Rydlewicz** is a Sr. Performance Consultant for Halliburton's Global Business Lines (GBL), which includes the Company's product service lines (PSLs). Mervyn's primary responsibilities include identification and implementing of Multi-Skilling and Cross-Skilling opportunities. Assisting with the development of training and competencies to support Multi-Skilling and Cross-Skilling opportunities. Mervyn has had a 30-year career with Halliburton, spanning multiple PSL's and disciplines. Mervyn recently joined Global Business Lines, where his experience both in Field Operations and in Training & Development will help drive employee development solutions and strategies.

**Khawla Sherif** has a BSc in Chemistry in 2005 from the University of Tripoli and is currently studying MSc in Business Administration at Leaders University in Libya. She has been working as Training & Development Coordinator at Zallaf Libya Company for 4 years. She is also CMS Project Leader. She previously worked with Halliburton Company for 8 years as Senior HR Generalist and with Libyan Petroleum Institute for around 3 years as Head of Training & Development Division.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Darrell Sim** highly skilled in the realms of competency management and strategic business management, Darrell combines his expertise with internationally recognized project management standards to serve as an authority in the design, development, and implementation of turnkey competency programs. With over 15 years of experience working in collaboration with the PetroSkills Alliance in varying capacities, he has led numerous workforce development initiatives for a wide range of their international clients and industries. Holding specific proficiencies in competency methodology, deployment, and sustainability, Darrell specializes in achieving the optimal integration of competency program objectives with a variety of readily available CMS and LMS solutions.

**Allen Sinor** is a Global executive with long-standing track record of success achieving high-level business objectives with strategic, technical and operational teams. His key roles include CEO, VP Sales US & GoM, VP Sales Global Accounts, VP Drill Bit Systems (dual P&L), VP Technology (Research and Engineering), Director Applications Engineering and Director Research and Development. Strong passion for winning and growth. Unique experience in the Energy sector as operator (Amoco, now BP) and service provider applying consistently exceptional history of performance. Currently taking a disruptive reservoir construction process from lab to commercial application during the CV-19 pandemic. Grew share and profitability across US and Gulf of Mexico for Weatherford despite declining market activity. Pioneered industry first development and certification of competency-based Application Engineering skills and services to improve service delivery and performance. Industry recognition of innovation with 32 patents and 11 industry awards. Recognized crisis management facilitation and resolution.

**Patrick Spaulding** is the Sr. Technical Development Manager for Halliburton's Global Business Lines (GBL), which includes the Company's product service lines (PSLs). Patrick's primary responsibilities include implementing employee development strategies consistently across these PSLs, and on providing employee development solutions to the PSLs through collaboration with both internal and external parties. Patrick joined Halliburton in 2007 in stimulation field operations. Since then, he has worked in several roles within operations, employee development, and training leadership.

**John Specht** is currently the Capability Advisor for Process Engineering at Shell. He has a degree in Chemical Engineering from the Georgia Institute Technology and has been working in the Energy Industry for 25 years. The past 17 years have been with Shell, where he developed a depth of experience in the field of gas processing working in operations support, project delivery and technology development and served as the previous Principle Technical Expert in area of Gas Treating. In his current role, John is responsible for supporting the graduate development program, ensuring process engineering competence frameworks are up to date and aligned with business needs, and delivering upskilling events (such as formal learning) to support development. John currently supports the Oil and Gas Processing discipline network with PetroSkills and participates in the CCUS Community of Practice.

**Chafik Toumi** is a Senior Project Interface Engineer having almost 15 years of experience in the oil & gas field with strong technical skills allowing him to be responsible for the execution of assigned projects from award stage to project completion with full respect to contract administration and procedures. He possesses a large experience in EPCC projects and managing teams composed of engineers & technicians as well as coordinating with multidisciplinary teams. Seeking new challenging projects with more responsibilities, he integrated Zallaf Company in 2022 where he contributed to some sessions of the Competency Matrix workshops.

## CONCLAVE 2023: PRESENTERS AND HOSTS

**Andrew Tozer** is currently VP Talent – Safety and Operational Learning, accountable for the definition and delivery of the BP group’s global technical and operational learning and development strategy. This includes competency management, skills development programmes and learning delivery at all operational locations. Andrew is a Chartered Civil Engineer with over 20 years of international capital project leadership experience and has led the design and build of new offshore platforms, onshore petrochemical plants and the renewal of operating assets. In addition, Andrew led the design and implementation of the BP standard for delivery of mid-sized projects, standardizing project delivery across the portfolio through all stages from concept selection through to start-up.

**Matt Vanderfeen** is a veteran of the Energy Industry, having worked in senior leadership positions in both Upstream and Midstream market segments for Schlumberger, Weatherford, and Fugro. Currently, Matt is the Director of Consulting leading a team of consultants and Subject Matter Experts dedicated to helping clients address their most difficult competency management and employee learning and development challenges. Matt has a Bachelor of Science in Ocean Engineer from Florida Tech and a Masters in Geophysics from Colorado School of Mines.

**Sheila VanLyke** is a Project Management Professional (PMP) and is the Director of Blended Learning at PetroSkills. She has been with the company since 2013, and acted as the Senior Project Manager during the inception of PetroAcademy. Sheila leads the team of subject matter experts, instructional designers, and the blended learning graphics team for PetroAcademy Skill Module development. She has a background in software project management including over 15 years of project management and consulting in the Oil & Gas industry.

**Cheryl Washburn**, Training Manager for Plains was raised in the oil and gas industry and has over 10 years of experience in the midstream sector. Cheryl began her career as an environmental and regulatory compliance analyst and spent six years in the field overseeing regulatory audits, Operator Qualifications, and contractor compliance. Cheryl's vast knowledge of field operations coupled with her understanding of environmental regulations led to her being selected to serve on the API OQ working group committee. As a member of that committee, she has drafted guidance for operators on employee and contractor qualifications. Cheryl has since taken on the role of Training Manager and currently oversees all employee training, competency, and qualifications.

**Steve Western** is an E&P geophysicist having over 35 years of experience evaluating oil and gas opportunities spanning domestic and international, onshore and offshore areas. Leadership positions include Chief Geoscientist (RPS / Nautilus), Manager of Technical Excellence (EP Energy), U.S. Exploration Manager (Burlington), Chief Geophysicist / Manager Geophysical Technology (Burlington), Deepwater Gulf of Mexico Exploration Manager (Occidental) and Deepwater Gulf of Mexico Subsalt and Geophysical Technology Manager (BP). Steve enjoys working on complex problems requiring the integration of geoscience and engineering technologies and providing workshop-focused oil and gas training. His main areas of technical interest are reservoir characterization techniques for conventional and unconventional plays, seismic imaging, and formulation of technical and business strategies. Steve is a member of the Society of Exploration Geophysicists, the Rocky Mountain Association of Geologists, and the Society of Petroleum Engineers.

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**Tom Wilker** started his career with Burlington Resources as a geoscientist working both North American and international assets before becoming their Corporate Exploration Coordinator. In his Coordinator role, he led exploration budget, scorecard, and portfolio efforts. After a short transition to ConocoPhillips, he moved to EP Energy to lead their Technical Excellence organization. Here he was responsible for the technical review of all exploration opportunities, guided new play entry processes, raising petrotechnical staff performance, petrotechnical training, technical software selection, resource reporting, and leading high-end reservoir and seismic processing teams. He concluded his time at EP Energy by leading their south Texas and Gulf of Mexico asset teams. Tom then joined Devon to lead a knowledge sharing corporate initiative before joining The Carlyle Group, a large private equity firm. At Carlyle, he guided the technical review of funding opportunities, oversaw funded partner operations, and acted as a turnaround CEO for under-performing companies. Subsequently, Tom joined Wood Mackenzie in 2017 to lead their Subsurface division inclusive of Exploration Services and their PetroView, EV2 and NAWAT product lines along with their GIS team. He also helped set the vision for the new Lens platform for Wood Mackenzie and both initiated and negotiated partnerships adding content and functionality to the platform. Then in 2022, Tom joined PetroSkills as their Chief of Staff and is responsible for strategy, business development, and helping the company evolve to meet the needs of the energy transition.

**Kyle Willis** MS Earth Science Purdue University; 20 Years with Chevron; 14+ Years tight rock development geology; 3 Years Shale Research.

**Shu Yi** is the VP of Digital Learning at PetroSkills. She leads the PetroAcademy and ePilot product lines and facilitates the Blended Learning and Instructional Design Community of Practice. She received a BA from the University of Texas at Austin and a MBA from the University of Houston.

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