



Society of Petroleum Engineers
Aberdeen Section
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INTERDISCIPLINARY NATURE OF THE OIL AND GAS INDUSTRY

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TECHNICAL SKILLS AND COMPETENCE

- Engineering
 - Chemistry
 - Physics
 - Mathematics
 - Design
 - Geology
 - Thermodynamics
 - Computation
- Earth sciences
 - Safety
 - Subsurface
 - Geomechanics
 - Drilling
 - Well testing
 - Formation
 - Fluid dynamics

SCIENCE VS. ART SUBJECTS

We are what we repeatedly do. Excellence, then, is not an act but a habit. (Socrates, Greek philosopher)

ARE PEOPLE SKILLS AS IMPORTANT AS THE TECHNICAL SKILLS?

COULD I BE A GOOD MANAGER IF I AM THE BEST SPECIALIST?

WHY DOES NO ONE RESPECT OR PAY ATTENTION TO WHAT I SAY?

DO I WANT TO BUILD A LEGACY OR JUST TO MEET OBJECTIVES?

HOW CAN I MOVE, DRIVE AND INSPIRE MYSELF?

CULTURAL AWARENESS

WHAT IS IT?

..... one's culture may influence one's values, behaviour, beliefs and attitudes

..... one's culture is often overriding any organisational / corporate culture

WHY DOES IT MATTER?

Health and Safety
Management
Leadership
Team work
Business Development
Mentoring
Training

Mentoring and Leadership Skills

Disposition:

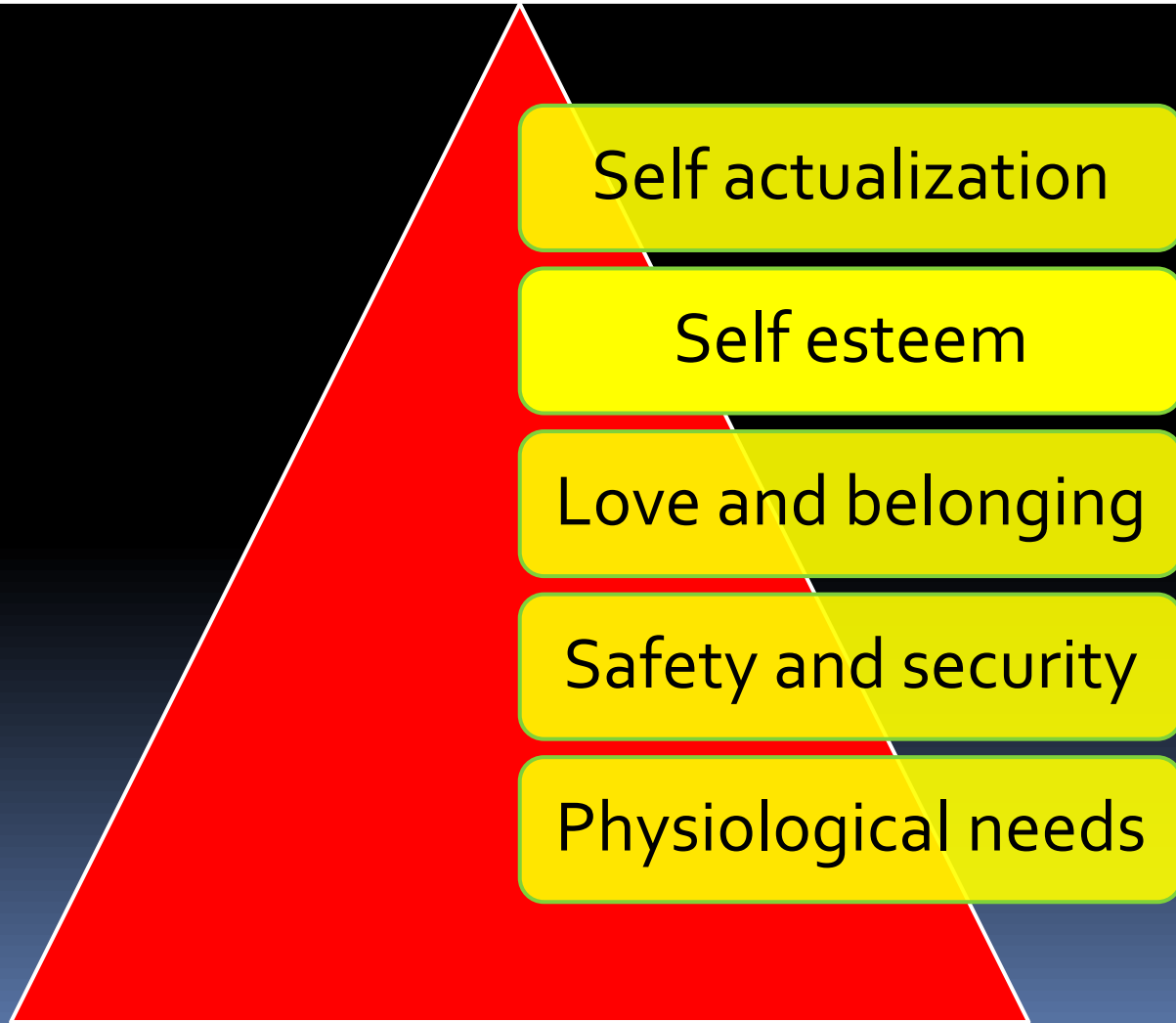
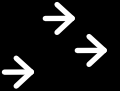
- ❖ Caring
- ❖ Empathetic
- ❖ Aggressive
- ❖ Intuitive
- ❖ Dominant
- ❖ Shy
- ❖ "Hunter"/"pray"
- ❖ "Local"
- ❖ Introvert/Extrovert
- ❖ Outspoken/Quiet

Innate/acquired abilities:

1. Understanding and relating
2. Neutral view
3. Unbiased judgement
4. Fostering differentiators
5. Identifying commonalities
6. Finding the "me" motivation

Maslow's Hierarchy of Needs

The motivational theory of our actions / the commonalities of our reasoning



Socio-psychological notions and identifiers

Power and knowledge are inter-related.

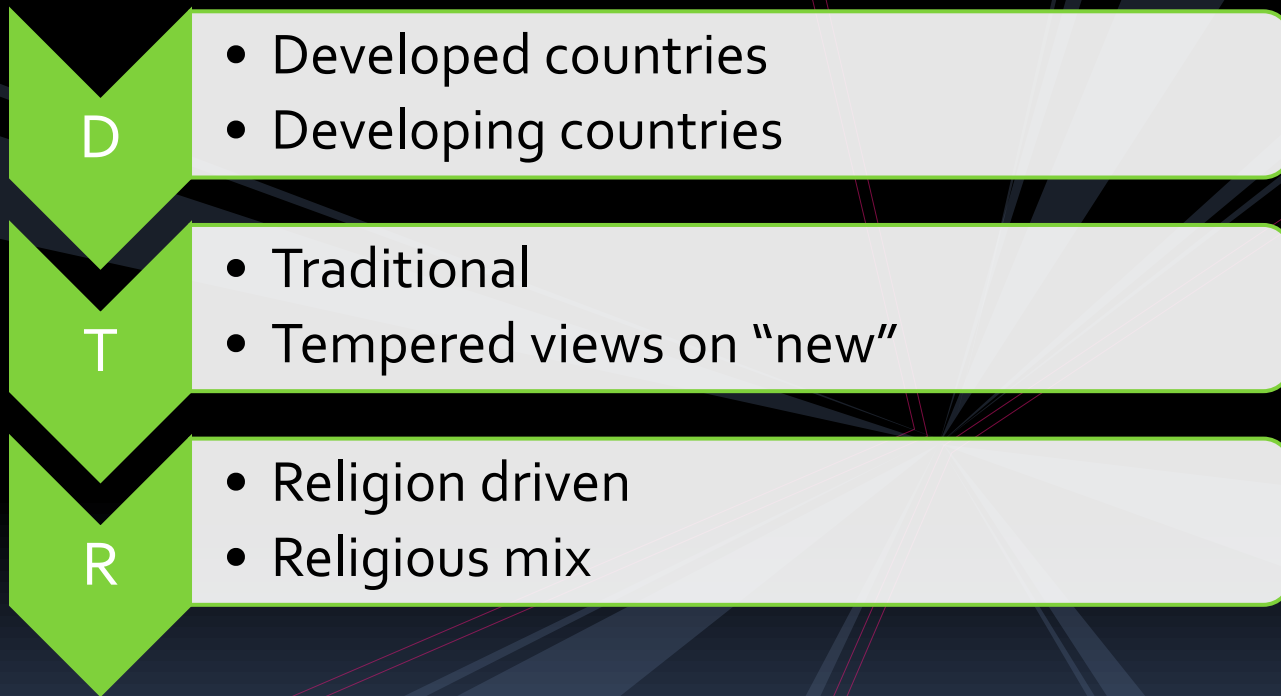
Every human relationship is a struggle and a negotiation of power

For every step forward, we need to take $\frac{1}{2}$ step back

Mirror your ideas and actions and ask: is it the right thing to do?

International Relations

The oil and gas industry is international, trans-boundary, cross-cultural, multi-national and inter-changeable



You might not be interested in strategy but the strategy might be interested in you (Leon Trotsky, founder of the Russian Red Army)

Values

Are debatable

Hardly ever
transferrable

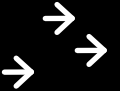
Never
irreplaceable



People are different. We can't expect someone to believe in the same things that we do, nor can we force someone to do that. The only thing we can do is to show both sides of the "truth" and offer them the **CHOICE**

Is organisational culture readily embraced?

How can we tell when we truly relate to it?



Organisational practices and style

Safe

Risky

Personal appetite

Safety

Risky

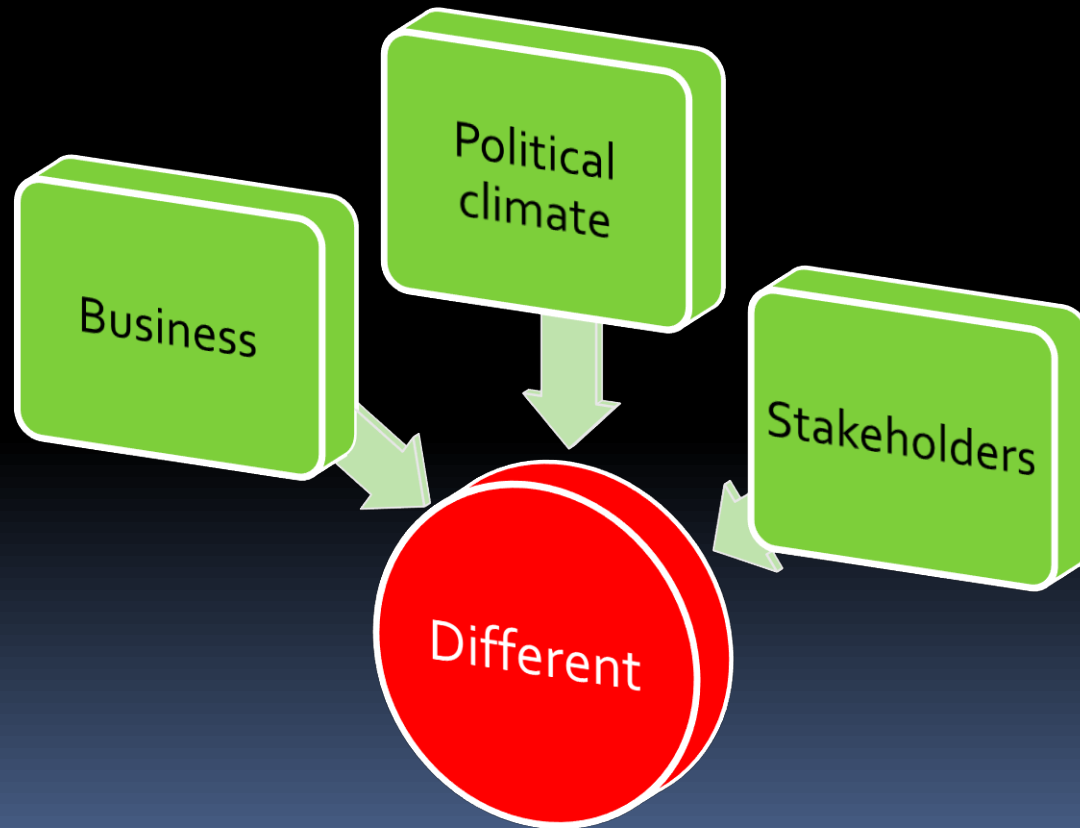
Outcome

$S_1 + S_2 = \text{True}$

$S(1/2) + R(1/2) =$
False

Situational awareness

- Flexibility – why?





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**THANK YOU ALL VERY
MUCH
FOR YOUR TIME**