WHAT IT TAKES TO SUCCEED
AND HOW EASY IT IS TO FAIL
- ANOTHER PERSPECTIVE ON A
CAREER IN THE OIL AND GAS
INDUSTRY

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<th>Technical Skills and Competence</th>
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We are what we repeatedly do. Excellence, then, is not an act but a habit. (Socrates, Greek philosopher)

SCIENCE VS. ART SUBJECTS

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

- Physiological needs
- Safety and security
- Love and belonging
- Self esteem
- Self actualization
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 1/2 step back.

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

Personal appetite

Safe

Risky

Safety

Risky

Outcome

\[ S_1 + S_2 = \text{True} \]

\[ S(1/2) + R (1/2) = \text{False} \]
Situational awareness

- Flexibility – why?

Diagram:
- Business
- Political climate
- Stakeholders

Different
THANK YOU ALL VERY MUCH FOR YOUR TIME