

Beyond PowerPoint: Equipping a Nation for Major Oil & Gas Development

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Mark Bentley
Training Director
Maggie Murison
Training Manager
TRACS Training



British Embassy
Yangon



“Pyin-nya Shwe-aoe, Luu Ma-khoe”

*“Education is like a golden
pot nobody can steal”*

Perhaps more common ...

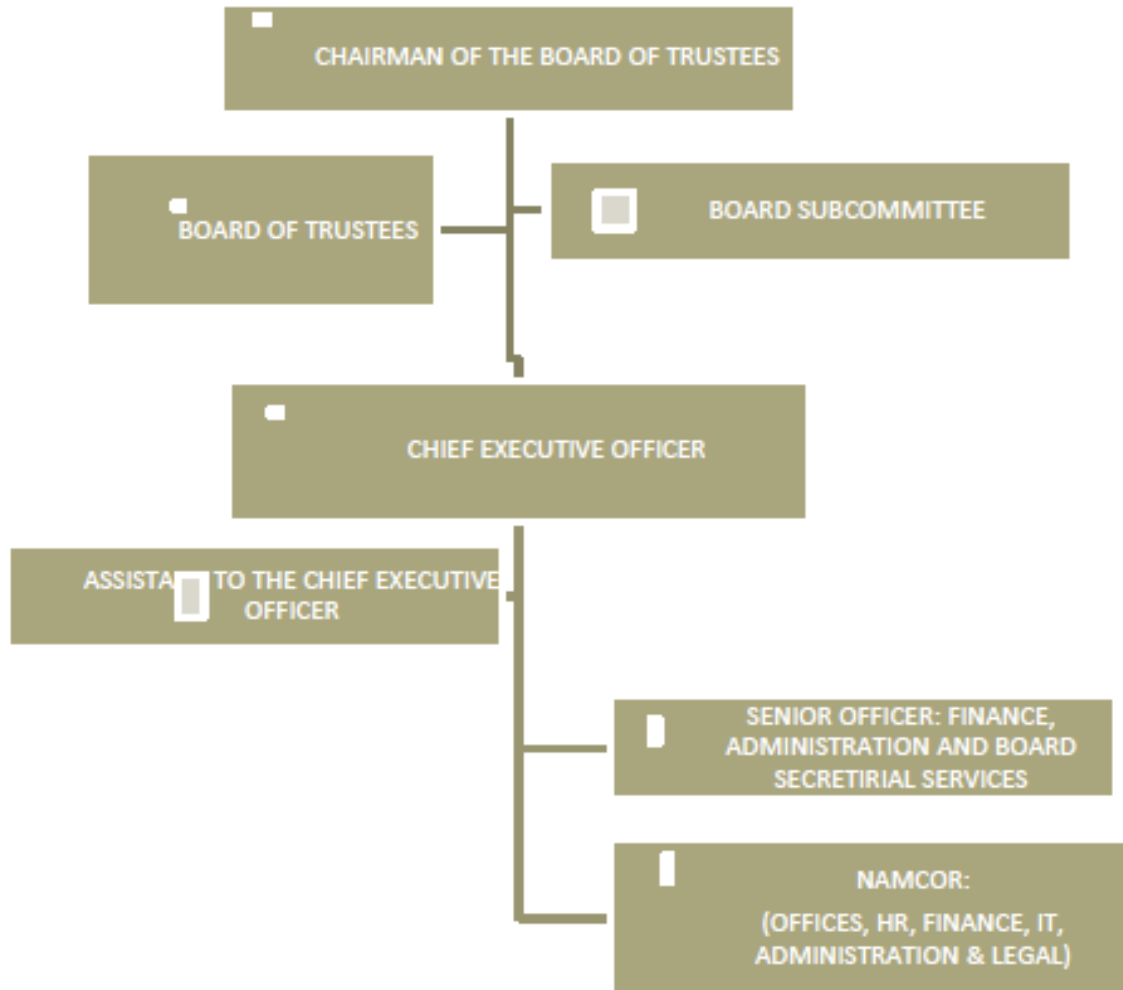


Efficiencies and inefficiencies



Nillian Mulemi, CEO

Namibian Petrofund



Formal scholarships
Namibian MSc
Centre for Oil & Gas
(*R&D, professional
development, facilitating
regulatory compliance*)

Elements of a success case

5 Upskilling – courses where and how ?



4 Knowledge transfer – how ?



3 The full supply chain

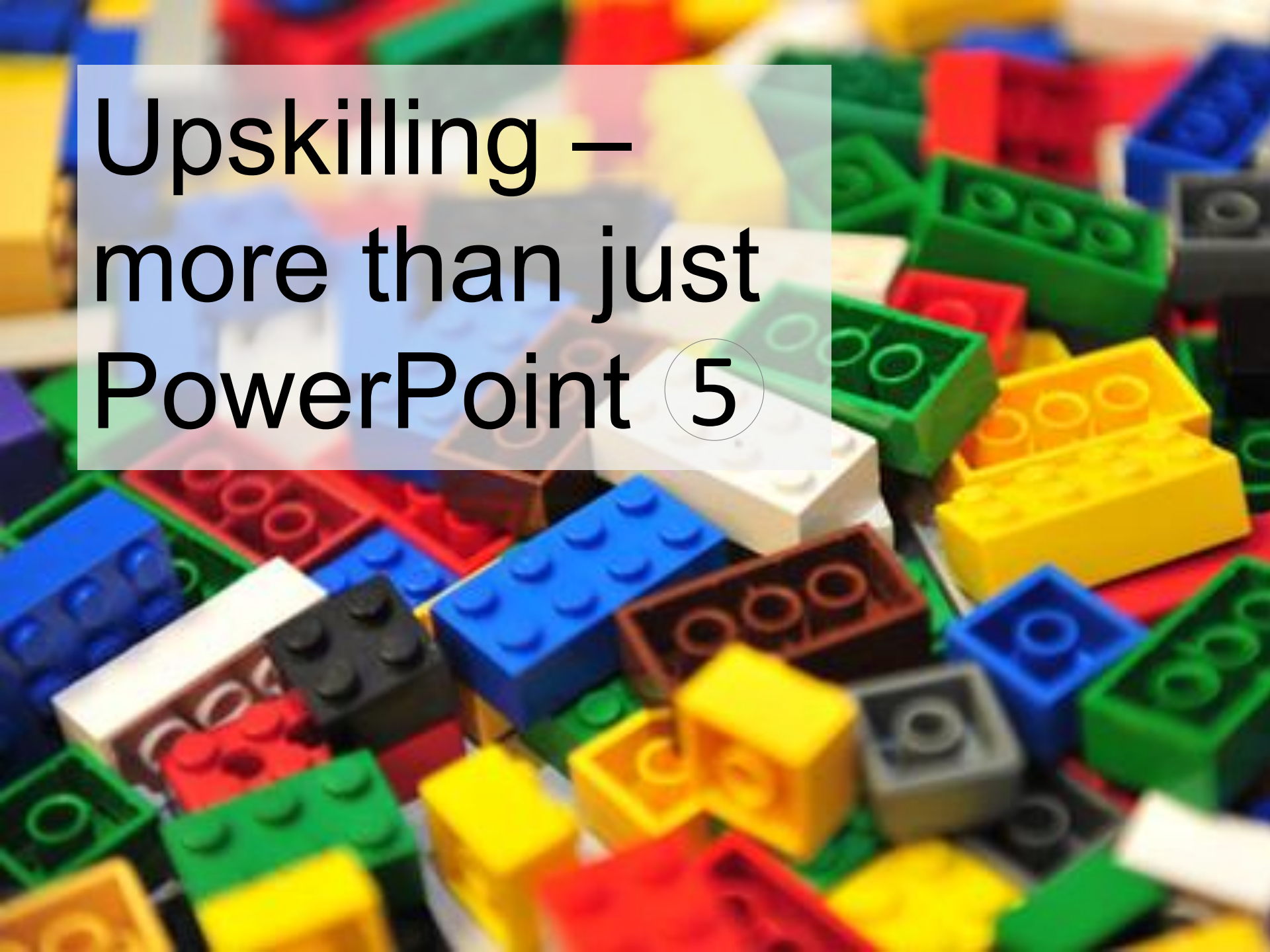


2 Developing technical professionals



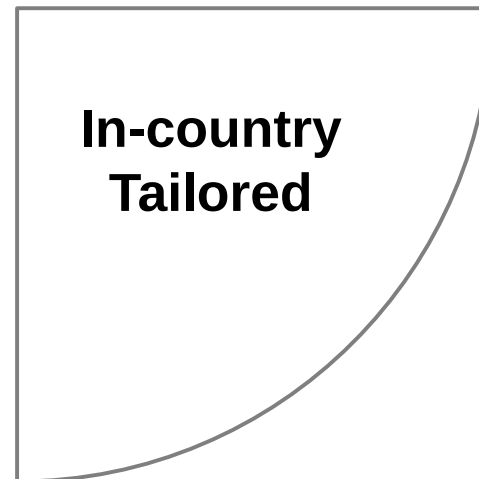
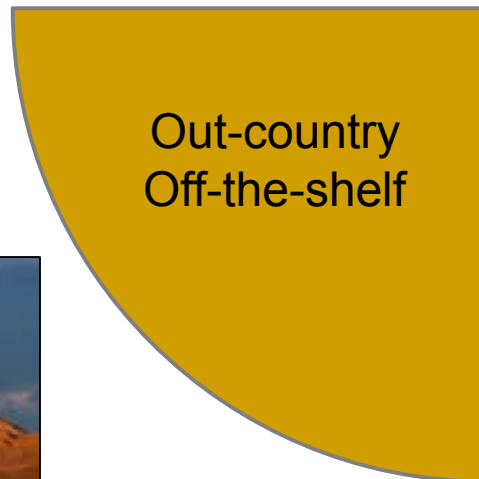
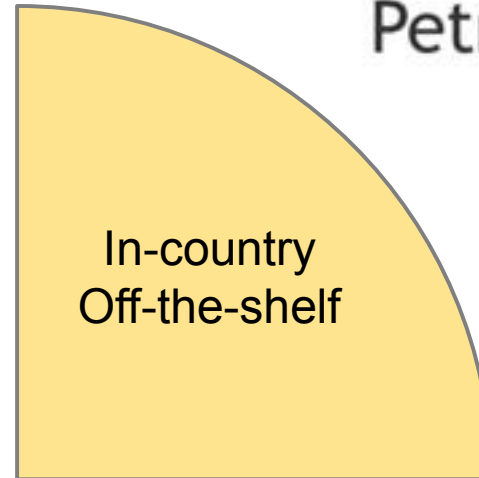
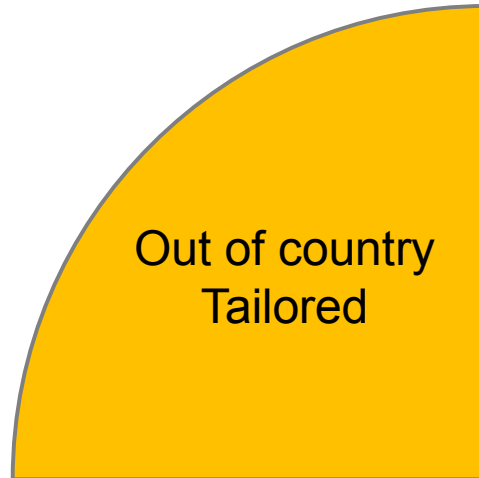
1 The Road Less Travelled





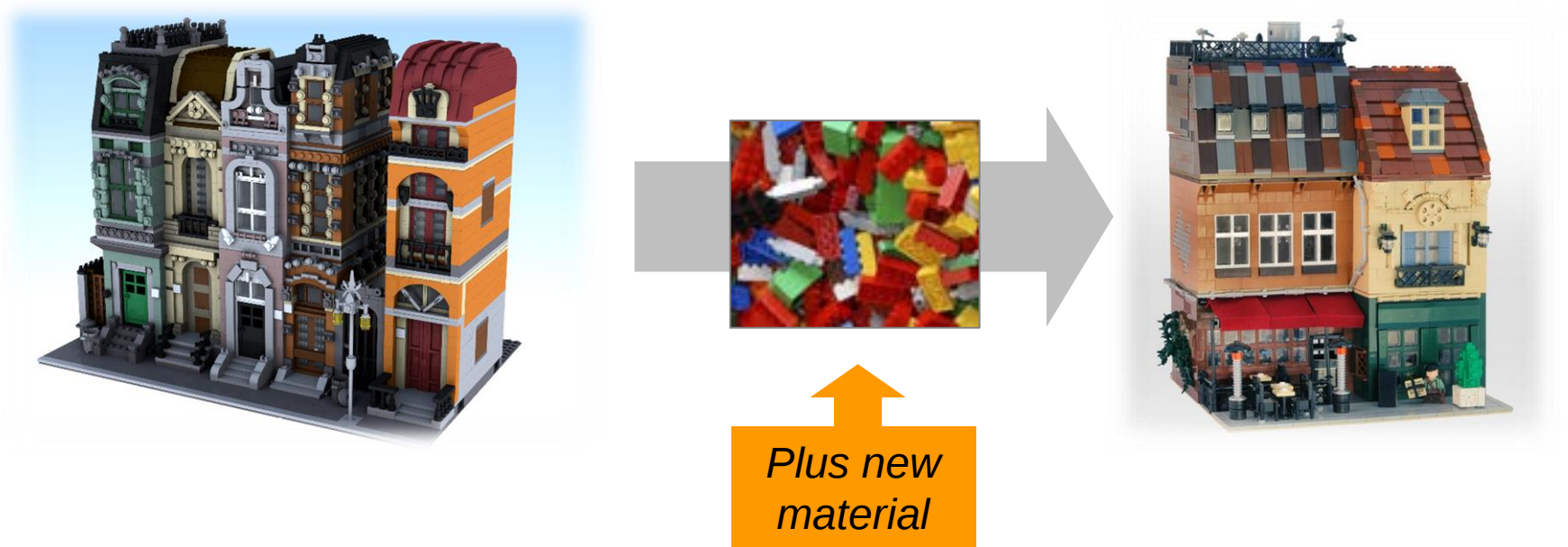
Upskilling – more than just PowerPoint ⑤

Options

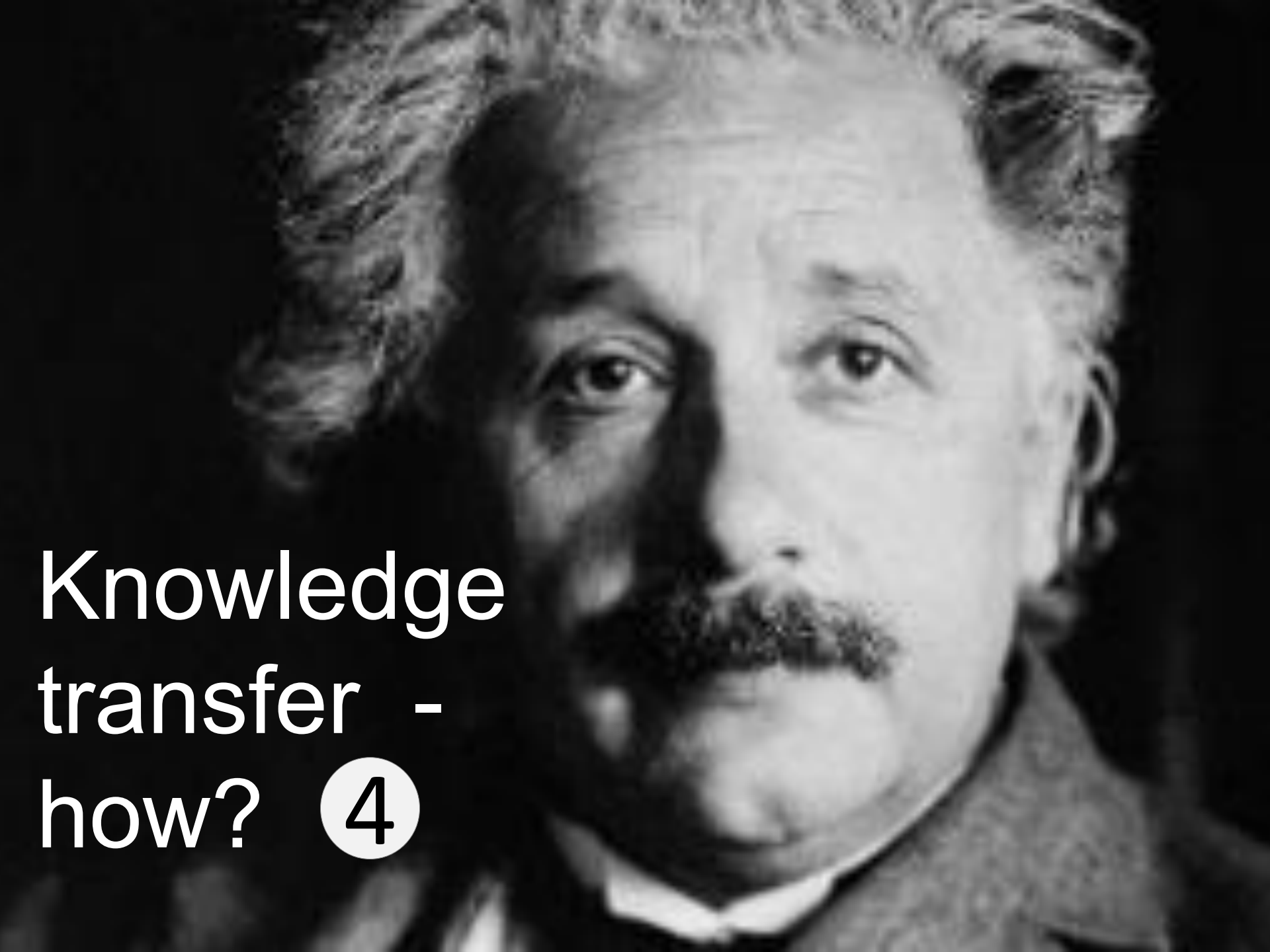


True Tailoring

Deconstructing and reconstructing a course to fit a specific client requirement



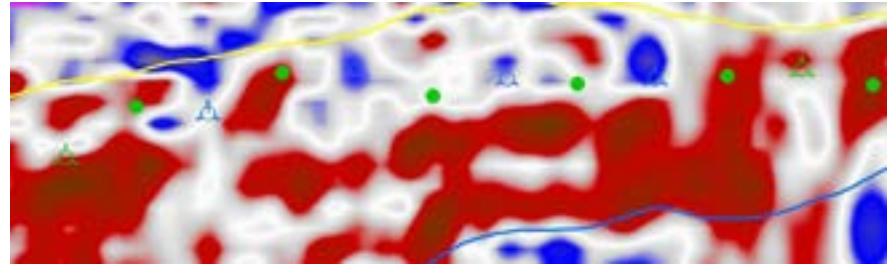
*Even if for one client only,
even if only once ...*



Knowledge
transfer -
how? ④

Knowledge transfer

“I need to understand seismic inversion ...”



Knowledge transfer?

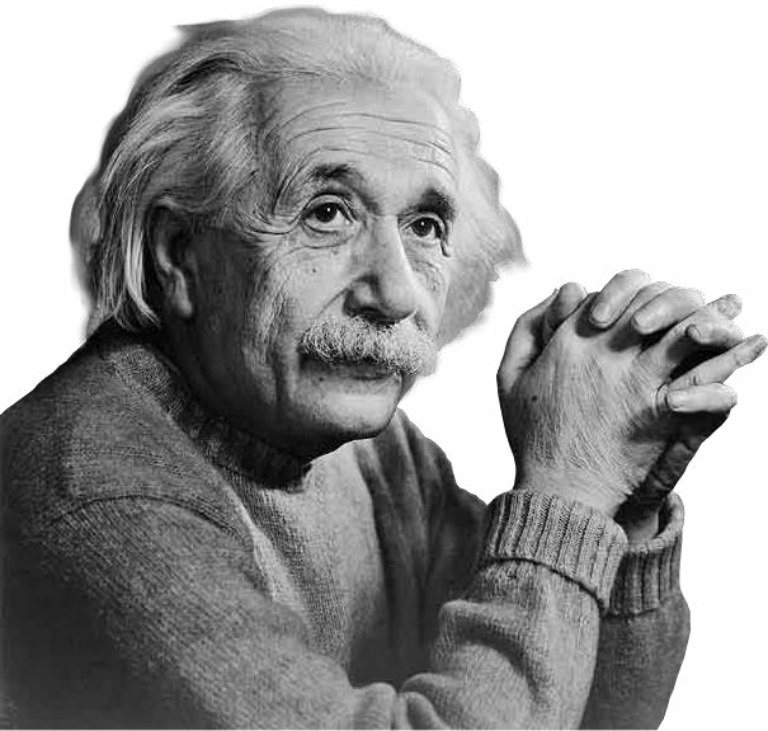


Information vs. knowledge

Oxford Dictionary ...

Knowledge: The theoretical or practical understanding of a subject

Facts + information + skills



“Any fool can know.
The point is to
understand”

Experiential learning – August 2016 Nay Pyi Taw

Facts

Practical application



Learning in teams

Inspiring each other

Shared learning

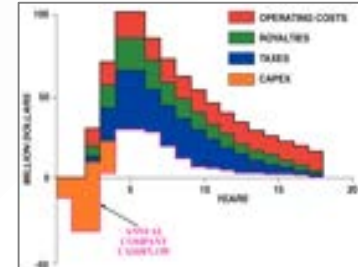
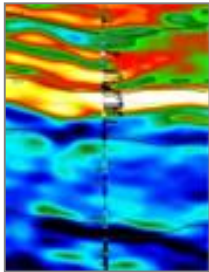


The full supply chain

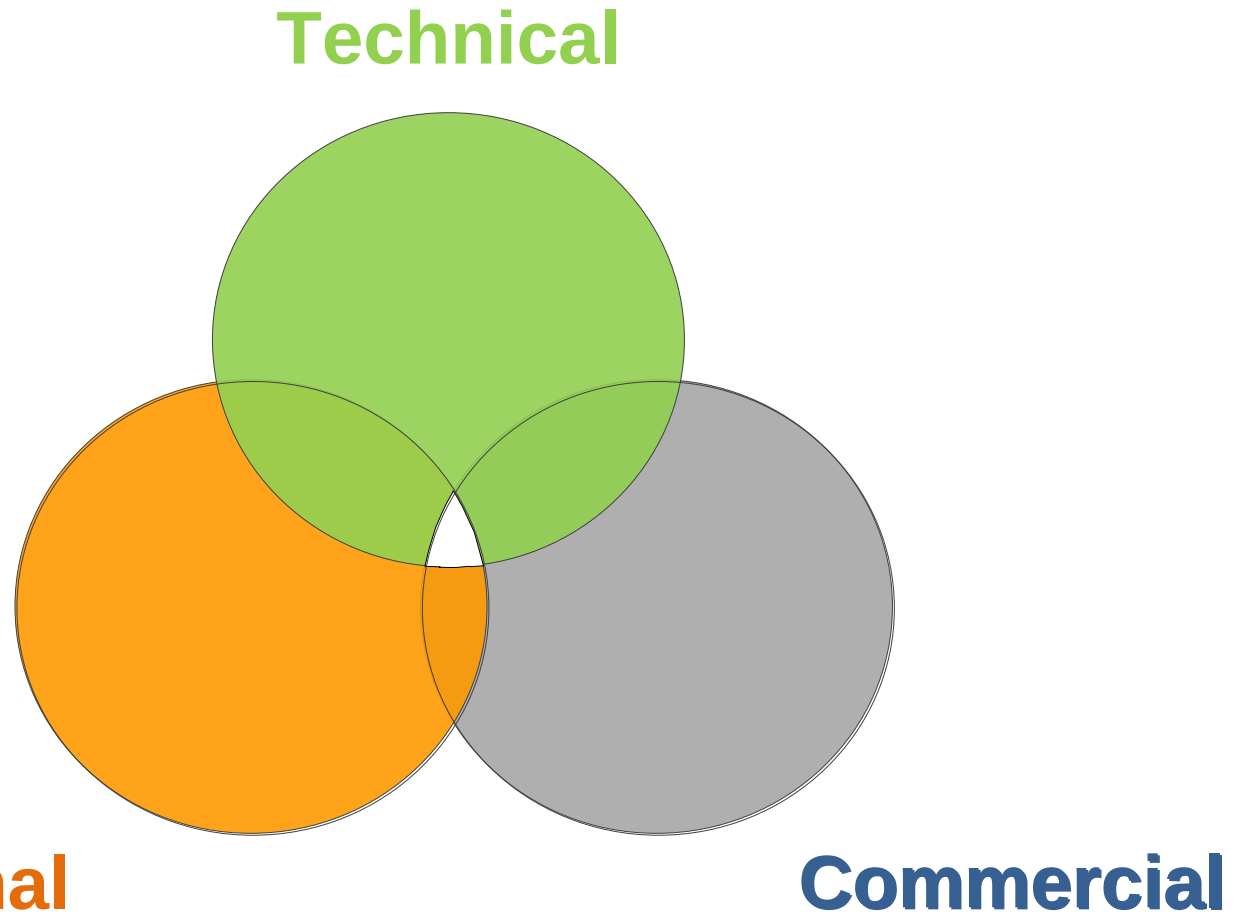
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Supply chain learning

Understanding
breadth as well as
depth



Components of skills development



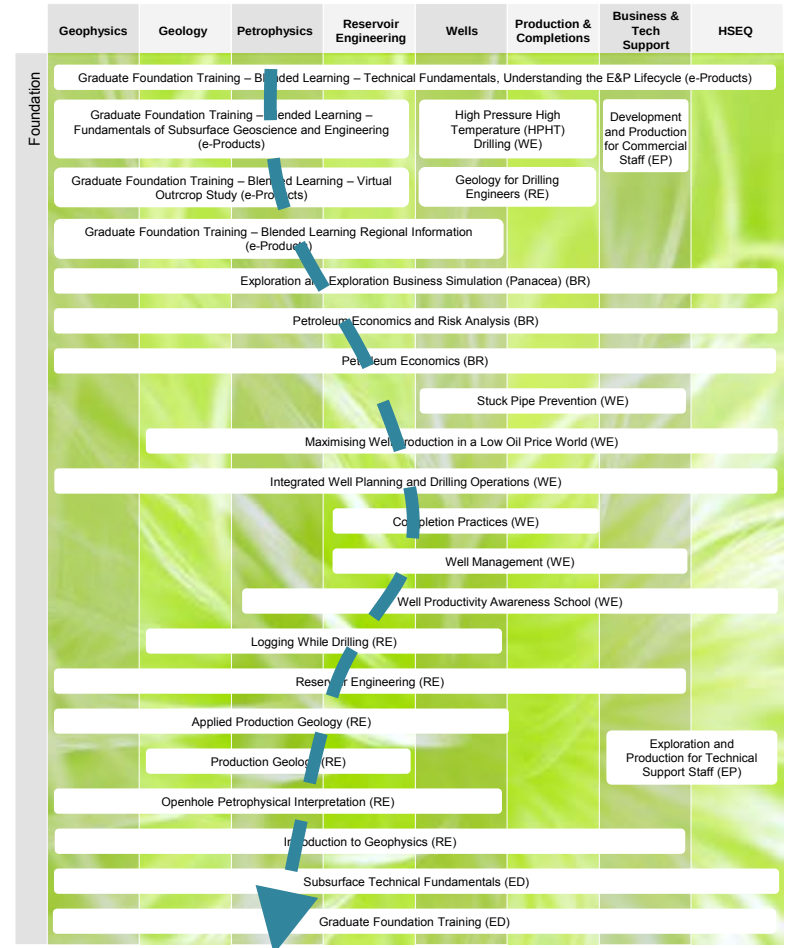


Developing Technical Professionals

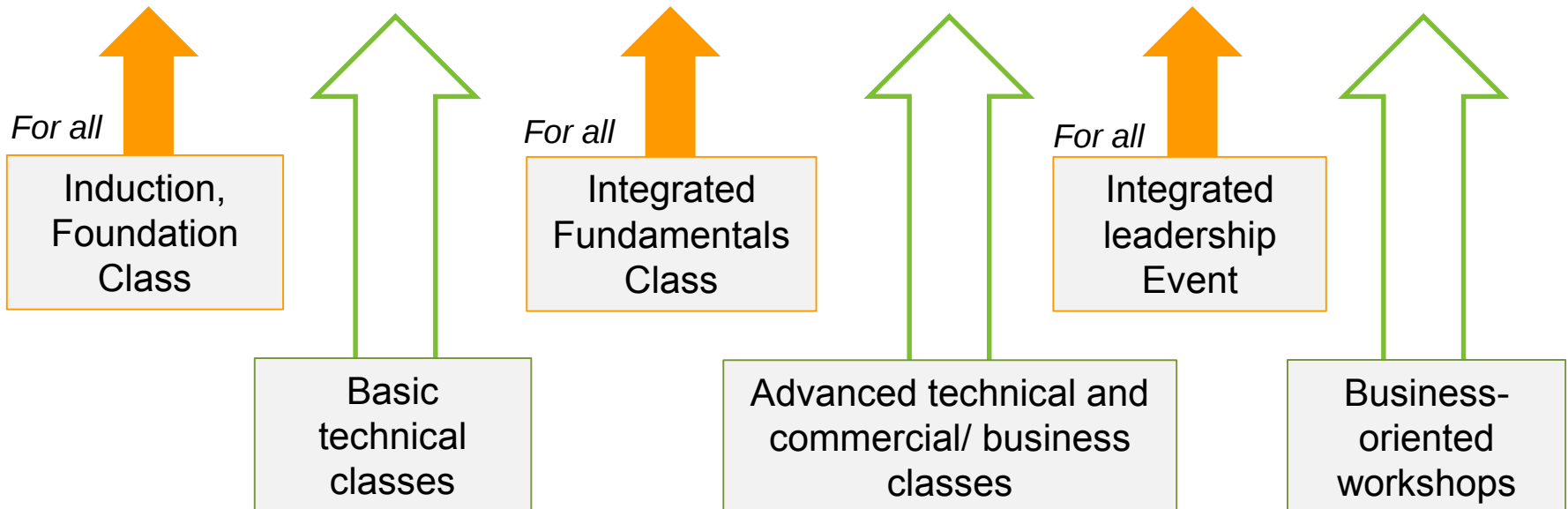
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Competency Framework

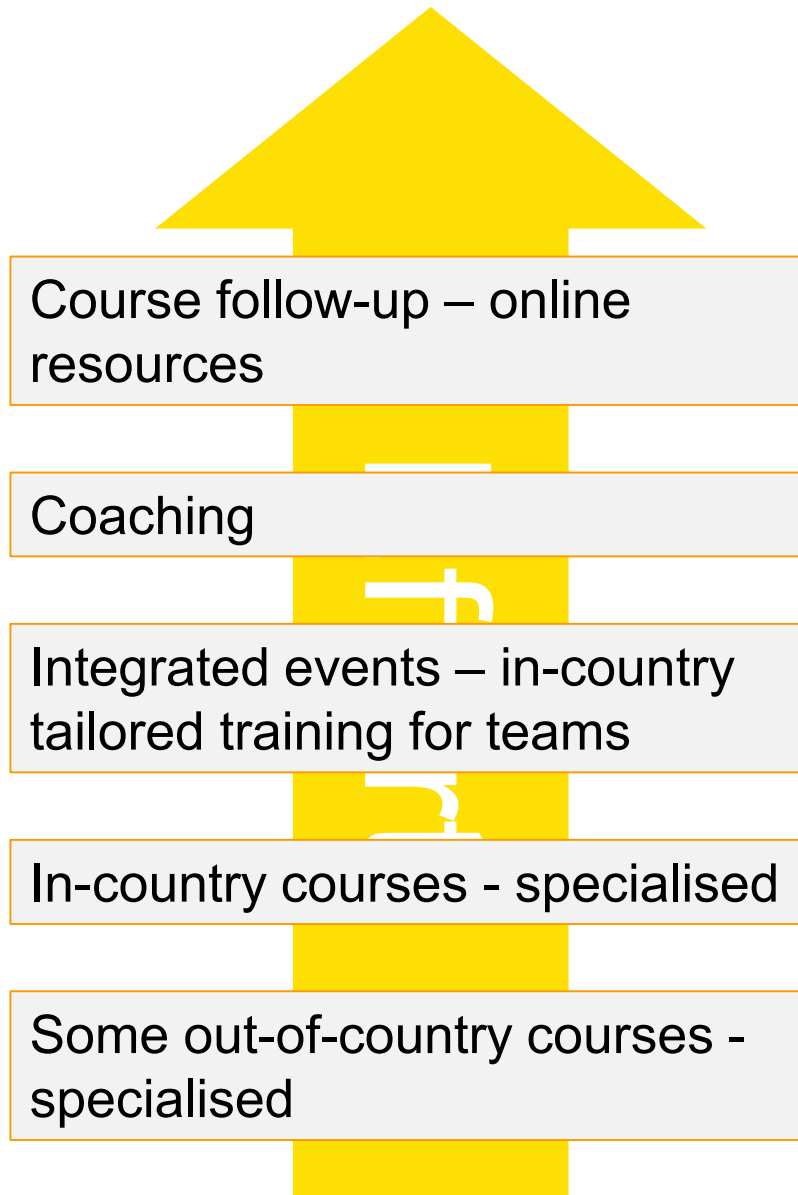
	Geophysics courses	Petrophysics courses	Geology courses	Reservoir Engineering courses	Production courses	Drilling courses	Commercial courses
Awareness							
Knowledge							
Mastery							
Geophysicists	M	K	K	A	A	A	K
Petrophysicists	K	M	K	K	A	A	K
Geologists	A	K	M	K	A	A	K
Reservoir Engineers	A	K	K	M	K	A	K
Production Engineers	A	K	A	K	M	K	K
Drilling Engineers	A	A	K	K	K	M	K
Commercial	A	A	A	K	A	A	M



Life-long learning



Components of continuous learning – ‘up-skilling’



Centre of excellence in-country
Structured programme
Advisory board – all stakeholders

The Road Less Travelled ①



Fragmented
Mostly out-of-country
Un-tailored



Structured programme
Mostly in-country
Tailored
Centre of excellence

*Two roads diverged in a wood, and I – I took the one less travelled by
and that has made all the difference*

'The Learning Society' - University of Yangon

