



# Introduction to Gazprom International Training





# Gazprom International

## Company Mission

As a global leader in the exploration and production of hydrocarbons, Gazprom International partners with countries to help them capitalize on their natural resources, improve lives and empower economic growth.

Backed by the strength and experience of Gazprom – the world's number one producer of natural gas – Gazprom International is committed to staying at the forefront of technology and intelligence.

Gazprom International is a diligent protector of the ecosystem and always adheres to the best environmental industry practices.



# Oil & Gas business environment is a challenge for workforce development

International operations requires a competent workforce against international standards

Gazprom International (GPI) will demonstrate that its employees are competent.

GPI is compliant to international standards by three vital elements:

1. Recognizing and adopting the international competencies and qualifications for the Oil & Gas industry
2. Using comprehensive learning approaches by which these competencies are achieved
3. Showing how acquired certifications are realized by using a competence management system.



# GPI Training: Centre of Excellence

## GPI Training Mission

The mission of GPI Training is to facilitate all types of activities and materials that support Gazprom International staff (and staff of its business partners) in their endeavour to acquire international qualifications and to create a high performance organization.

## GPIT objectives

1. To develop a competent GPI workforce which guarantees the protection of our people, performance and reputation
2. To become the Centre of Excellence for international competence development within GPI, and potentially for OAO Gazprom group of companies and JV partners.



# Certifying GPI professionals worldwide

Centre of Excellence  
Amsterdam



**Centre of Excellence Amsterdam is serving:**

## Europe

- Germany
- The Netherlands
- Great Britain
- France

## Africa

- Algeria
- Libya
- Nigeria
- Mozambique

## Latin America

- Bolivia
- Venezuela
- Brazil
- Dom. Republic

## Asia

- Vietnam
- India
- Bangladesh
- Sri Lanka
- Myanmar

## CIS countries

- Uzbekistan
- Tajikistan
- Kyrgyzstan
- Ukraine
- Kazakhstan
- Turkmenistan

## Russia

- St. Petersburg
- Moscow
- Kaluga



# Helping the business to improve performance

1. To develop competences
2. To certify professionals
3. To be compliant to international standards

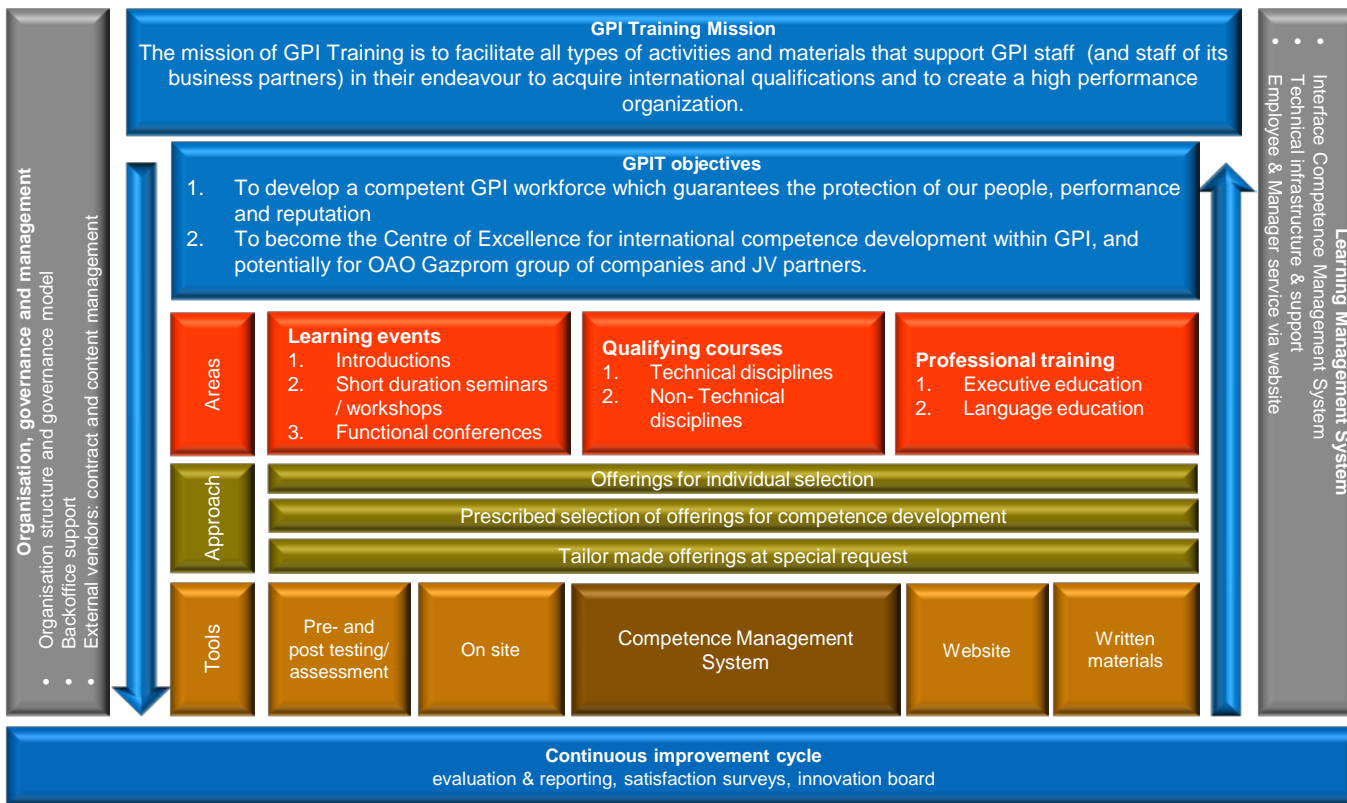
## Additional

- Employee productivity
- Safe work environment (HSE)
- Succession planning
- Leadership Development
- Talent Development
- Performance Management
- Employee engagement
- Business development
- Social investment
- Employee retention / turnover rate
- Knowledge Management
- Organizational Climate
- Teambuilding
- Accelerating business growth



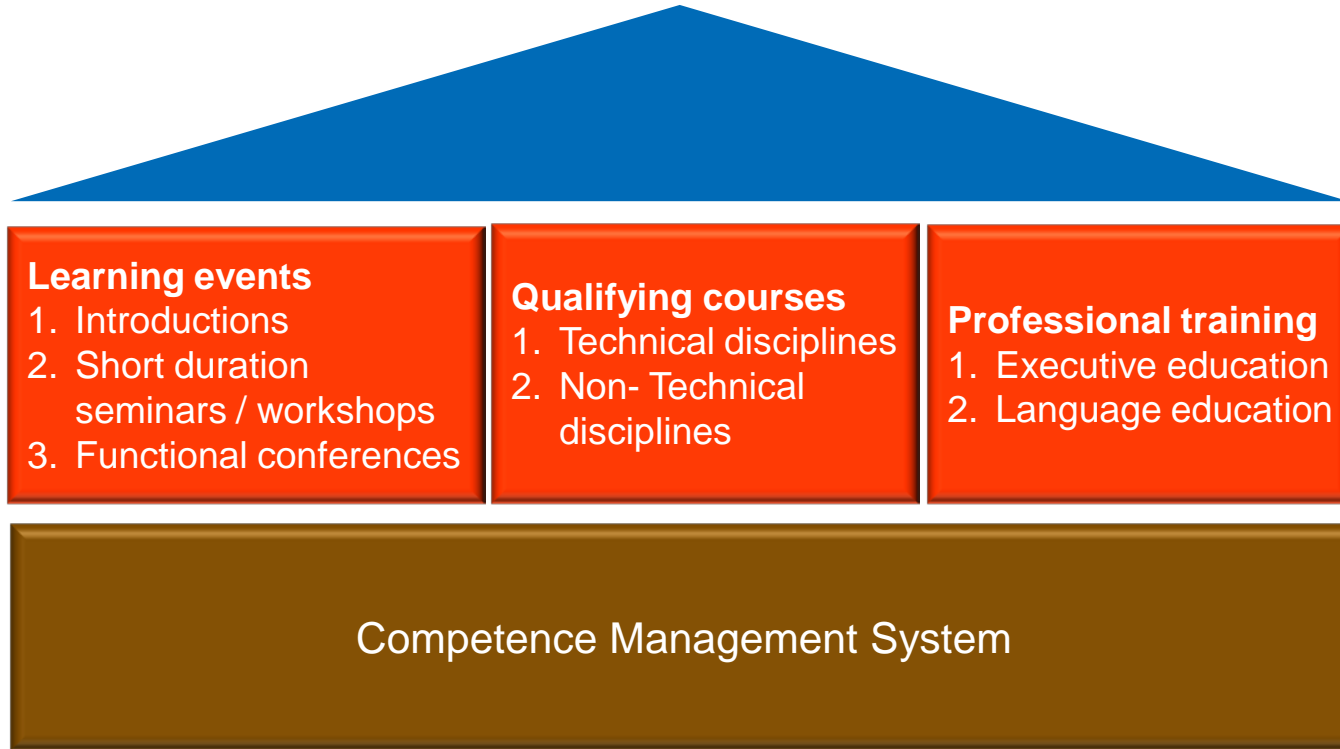


# GPI TRAINING FRAMEWORK





# Focusing on key elements







# Serving all functional disciplines

We distinguish 7 **technical functional disciplines**

1. Geology / Geophysics
2. Reservoir Engineering
3. Well Engineering
4. Project Engineering
5. Discipline Engineering
6. Process Engineering
7. Asset Maintenance

And 8 **non-technical disciplines**

1. Business Development
2. Contracting and Procurement
3. Finance
4. Accounting
5. Human Resources
6. Information Technology
7. Legal
8. PR and Marketing

With focus on international accreditation and certification.



## Partners: leading edge in their field

We work with international highly recommended business partners, for international accreditation of our workforce.

### Oil & Gas Institutes

- NeXt
- PetroSkills
- PetroConsult Energy
- Petrofac Training Services
- Energy Delta Institute (EDI)
- IHRDC
- FMC Kongsberg Subsea AS
- Caledonia Training & Consultancy

### Business Schools

- Rotterdam School of Management / Erasmus University, NL
- Harvard Business School, US
- London Business School, UK

### Others

- CrossKnowledge, distant learning solutions
- Oilennium, e-learning
- STC/SAIO safety training
- Berlitz language training
- Schouten & Nelissen
- PWC Academy

Courses in English language, but with Russian simultaneous translations when needed



# Industry Standards

We offer global standards. We have with our partners a range of accredited courses to international and national standards from the following industry bodies:

- OPITO (Oil & Gas Academy)
- OLF (Oljeindustriens Landsforening)
- AAPG (American Association of Petroleum Geologists)
- AIPG (American Institute of Professional Geologists)
- SEG (Society of Exploration Geophysicists)
- SPE (Society of Petroleum Engineers)
- IADC (International Association of Drilling Contractors)
- IWCF (International Well Control Federation)
- IAWC (International Association of Well Control)

And outside oil & gas technologies:

- ACCA (Association of Chartered Certified Accountants)
- SHRM (Society for Human Resource Management)
- IHRDC (International Human Resources Development Corporation)

By underpinning these standards, GPI and our partners can be confident of a consistent qualified service.



# Benefits

- GPI Training provides effective tools to ensure
  - Continued development of a safe skilled workforce according to international competencies and qualifications for the oil and gas industry.
    - To be compliant to legislations
  - International recognition and acceptance of certification issued at the highest quality standards
  - Easy accessibility for international workforce due to its presence in the Netherlands
- GPI Training provides this not only for Gazprom International





# Conclusion - Measuring success

Times have changed

From risk perspective

From financial perspective

From a competitive perspective

From a corporate social responsibility perspective

From a managerial perspective

From an employee perspective

GPI Training builds capability to deliver business strategy

Helping the business to improve performance by a qualified / (international) certified competent workforce

## Results

Fewer fatalities

Improved project delivery

Operational excellence

Financial Performance

Reputation

# Thank you

Check our website  
[www.gi-training.com](http://www.gi-training.com)

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# Film

- Will be added



(Only in hand-out)

**Rob Veersma**, Director Training & Development, **Gazprom International**



Rob J.H. Veersma (1955) is appointed per 1 February 2012 as Director Training & Development at Gazprom International in Amsterdam, Netherlands. He is responsible for implementing training programs for Gazprom International, aligned with the competence management system and tailored to local needs. He creates integrated accelerated learning experiences for the assigned population. He applies organizational effectiveness experiences to enable business performance improvement.

He was previously working for Shell International, and in one of his roles he was the Commercial Academy Learning Manager being responsible for all aspects of global capability building that enables world-class deal making. Over 25+ years of experience he was focusing Global & Corporate Learning (corporate academy / university), Leadership & Talent Development (creating global Talent & Leadership curriculum), Leading & Innovating L&D, Virtual Team Working & Virtual Leadership, and Onboarding of new staff. He has published often, and given many public speeches on among others, Performance Improvement, Just-in-time-learning, Learning and Ethics, Virtual Working, and ROI of Learning.