

Skills, Competency, and Attitude of Engineers Preferred by Industry

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AGENDA



Energy New Normal



**What we need from
engineers in 21st century**



Key Take Away

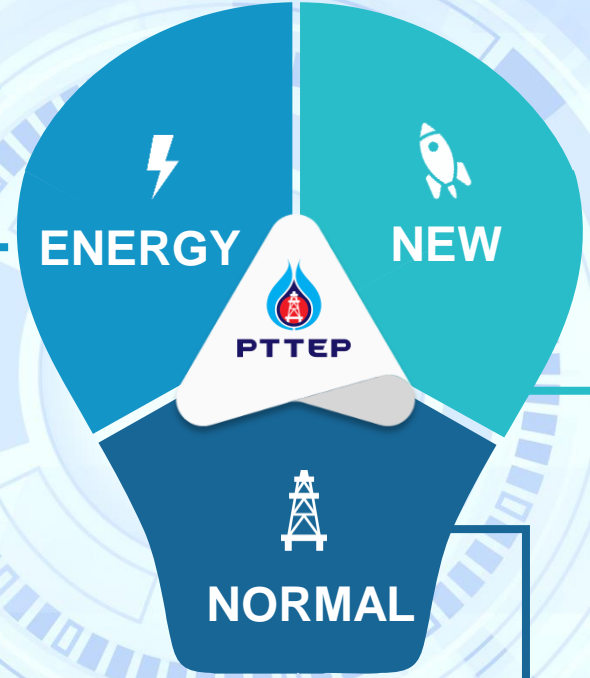
Energy New Normal

ENERGY


Partner of Choice

FROM WE TO WORLD


TO BECOME A SUSTAINABLE ORGANIZATION




New Business



ARV Scale Up




Adv. Renewables




Gas to Power


Energy Transition & Future Energy



Cleaner Future Energy



CCU



Hydrogen

Sustained E&P Core Business



CCS

80% Gas 20% Oil

ESG, CCS

What we need from engineers in 21st century



Technical Skill / Knowledge

- Apply academic knowledge to industrial problems solving
- Understand industry design code and standard and able to apply with industry requirement
- Holistic Technical knowledge
- Business Acumen & Economics
- Business Data Analytics, Data Science
- Keep abreast of Technology



Soft Skill

- Communication & Negotiation
- Analytical and Innovative Thinking
- Responsibility and ethics
- Decisiveness
- Open for Feedback
- Diversity
- Teamwork

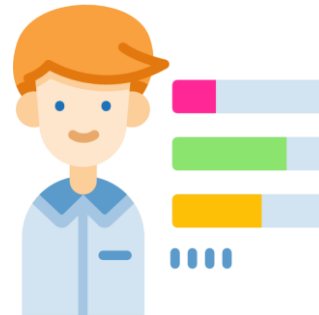
Elements of Recruitment

1. Job Fit



2. Potential Fit

The Leadership Competencies



3. Corporate Culture Fit



Accelerated Development Program Framework



Induction

- * Orientation
- * Culture
- * Generic courses for new staff

Foundation

Interdisciplinary Program
with assignments / quiz

Work Assignment

Staff Rotation / Assignment

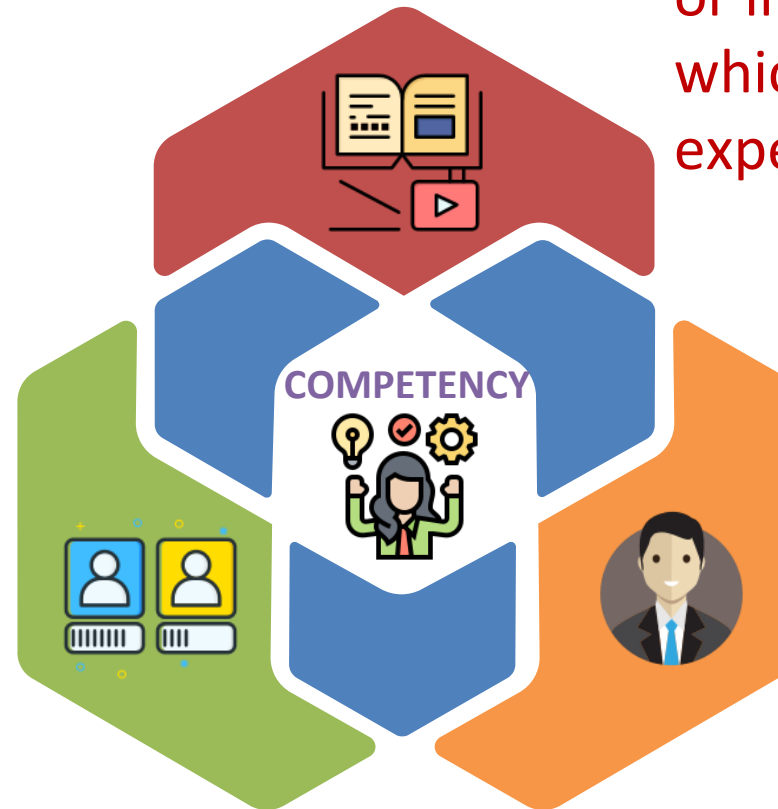
Continuous monitoring & feedback and regular assessment

Competency Management System



What is Competency?

Competency is Ability to do something



KNOWLEDGE

understanding of,
or information about something,
which a person gets by
experience or study

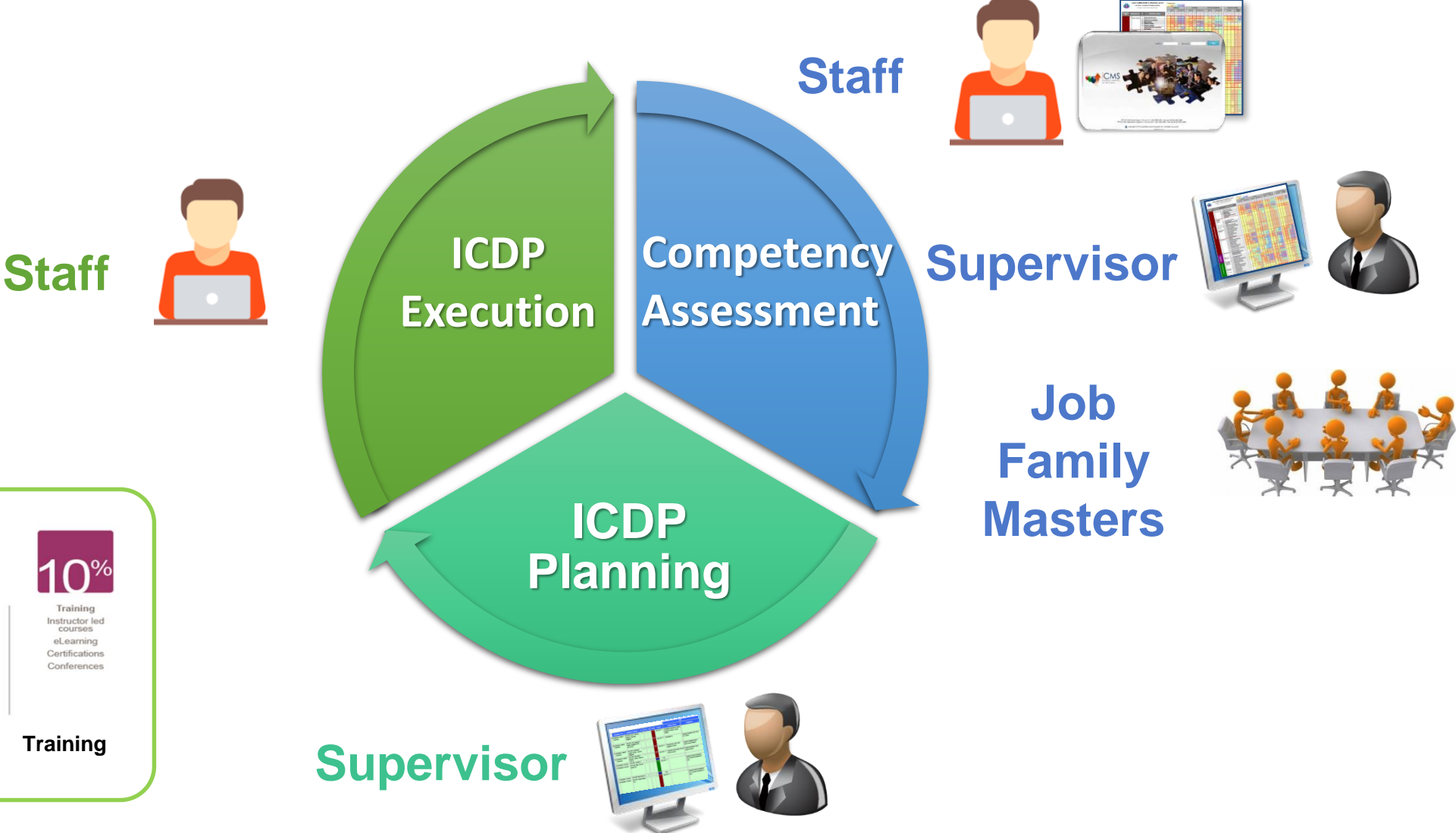
ABILITY

the power or skill need
ed to do something, or
the fact that someone
is able to do
something:

BUSINESS SKILL

an ability and capacity in
order to carry out complex
activities smoothly and
adaptively

Competency Development Cycle



<p>70%</p> <p>Work Experiences Learning on the job Stretch Assignments Cross-functional teams Special projects Community Involvement</p> <p>Assignment</p>	<p>20%</p> <p>Feedback and Relationships Performance and Career discussions Networking Mentoring Coaching</p> <p>Coaching Mentoring</p>	<p>10%</p> <p>Training Instructor led courses eLearning Certifications Conferences</p> <p>Training</p>
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Learning Methodology in the New Normal



EARNING Methodology in the New Normal

▶ **Micro Learning:**

Through mobile application and VDO clip e.g. PacD by PacRim, The series by Coach Jimi, Aj. Isra S.

▶ **Live Talk:**

By Well-known speakers/ influencers / entrepreneurs to share their success cases and learning points. Organize through MS TEAMS.

▶ **Virtual Classroom:**

Turn classroom training to online and organize through MS TEAMS.

▶ **Article:**

Published to all employee through email / blog.



Sample of Micro Learning

Social Distancing but NOT Learning Distancing
Episode#1 is NOW ready!!!

CLICK HERE
Click here or scan to register event!

COVID-19 วิทยาการ เทคโนโลยีสารสนเทศ
Fight Covid with 4 Behaviors

Virtual Life in the Real World
The Series By Coach Jee อัจฉราพร ธีระกุล
25 April 2020

01 | ความรู้เบื้องต้นเกี่ยวกับไวรัส COVID-19
02 | การปฏิบัติตัวที่ถูกต้อง
03 | การดูแลสุขภาพของตนเอง
04 | การดูแลสุขภาพของผู้อื่น

Food for thought from Penguin with Shabu Session
For leader
For ITea

Sample of Articles

COVID-19 วิทยาการ เทคโนโลยีสารสนเทศ
Change Management

Problem Solving

Mindset

Food for thought from "Post-COVID World"

Preparedness COVID

Sample of Live Talk

let's our Special Month...with Special Guests

100 ชีวิตที่ก้าวข้าม Social Distancing

โลกหลัง COVID-19 จะเปลี่ยนแปลงอย่างไร

เริ่มชีวิตใหม่ โลกเปิดกว้าง เปิดรับของใหม่
Topic: Opportunity is around the pot

Sample of Virtual Classroom

Build our Warrior Mindset by...

The Columbus Mindset: How to Become From Crisis Follower, Stronger and Better

หัวข้อที่จะได้เรียนรู้

- 01 Mindset ที่เหมาะสม
- 02 แนวคิดหลักของ "Warrior Mindset"
- 03 เรื่องเล่าของความสำเร็จ
- 04 How to เป็น Productivity follower WPH
- 05 More on online Collaboration 2-3 เรื่อง

หัวข้อที่จะได้เรียนรู้

หัวข้อที่จะได้เรียนรู้

Key Take Away

Business Industries should cooperate with academic sectors to support 21st century learning program to

- Accelerate Learning Program related to business requirements in terms of both technical & soft skills.
- Provide real industry practical problems for case study design courses.
- Apply industrial practices into the Engineering course content.