





Kumul Petroleum Holdings Limited

TALENT MANAGEMENT – The KPHL STORY

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KPHL VISION AND MISSION

- ❑ Kumul Petroleum Holding's vision is to create value and opportunity for PNG and its people by becoming a major national oil and gas Corporation. KPHL believes that it has the potential to achieve this vision through its mandate as the exclusive State nominee in all oil and gas projects.
- ❑ KPHL has a strong and lively vision that stands to:
 - Maximise value through exploration and production in upstream opportunities;
 - Build new value by diversifying into midstream business opportunities;
 - Seek and evaluate opportunities for growth through external investments;
 - Generate wealth and opportunity for Papua New Guineans and the Nation; and
 - Manage KPHL with the highest standards of governance, responsibility and transparency.

TALENT MANAGEMENT OBJECTIVES

- To have a comprehensive program to develop the skills and ensure transfer of technology needed to foster the development of the oil & gas industries in PNG.
- Maintain a corporate culture with the highest levels of accountability, transparency and independence.
- Implement a transparent and measurable human resource development program for all level in the company.

TALENT MANAGEMENT SYSTEM

- ❑ The HR Talent Management module of the Oracle ERP E- Business suite was introduced in May 2015 to meet current and future business growth requirements in KPHL.
- ❑ KPHL is now able to:
 - Attract, retain, and motivate top talent with flexible, workflow-driven talent management
 - Align individual goals with corporate goals and provide clear visibility into how each employee contributes to the success of the organization
 - Gain visibility into the workforce with talent management analytics and predictive capabilities
 - Drive a strategic end-to-end talent management strategy with a single, integrated system for all talent related activities

Kumul Petroleum Academy



- ❑ As part of its commitment to increase National Content, KPHL has been involved in setting up the Kumul Petroleum Academy at POMTECH.
- ❑ Kumul Petroleum Academy was established to promote skills formation in the Papua New Guinea's oil and gas sector.
- ❑ KPHL has sponsored the acquisition of a live gas training plant to allow training to take place on real oilfield equipment under realistic circumstances.
- ❑ Opportunities for feed colleges to KPA
- ❑ Opportunities to link PNG Universities to KPA

KPHL Sponsorship Program

- ❑ KPHL is committed to providing education; training and development opportunities for the citizens of Papua New Guinea as demonstrated by its Sponsorship Program.
- ❑ The Sponsorship Program has been in successful operation since 2016. Seven (7) PNG students were sponsored both in local universities and abroad.
- ❑ In 2017, KPHL is sponsoring a total of 42 students: 15 UPNG, 15 UNITECH, 4 PAU, 2 DWU and 6 Overseas Universities.
- ❑ Advisory to University Council at PNG University of Technology.

KPHL Graduate Development Program

- ❑ The aim of KPHL GDP is to promote young Papua New Guineans by recognizing their potentials in their field of study and providing them with a successful career pathway after university.
- ❑ Through this two (2) year GDP, graduates will:
 - Acquire Business Knowledge – become knowledgeable of the company operations and background.
 - Build knowledge in relation to practices within the oil and gas industry as well as their individual roles/field of study.
 - Be groomed to take on challenges and opportunities in other sectors of the country's economy.
- ❑ The KPHL GD Program commenced in 2015 when we took on two (2) graduates under the program. On successful completion of the GDP, both were awarded scholarships to study Masters in Oil & Gas Exploration and Production in Madrid, Spain.
- ❑ In 2017, we have 5 graduates on the GDP

Secondment Opportunities

- ❑ KPHL explores opportunities for staff development and one way is to enter into secondment arrangements with partners in the Oil and Gas sector.
 - One (1) Engineer now with ExxonMobil at its Plant outside Port Moresby on a two years secondment agreement.
 - Arrangements are underway for one Commercial Specialist to be seconded to ExxonMobil based in Singapore for two years.
 - Arrangements in progress for secondment for one engineer to be seconded to Total based in Paris, France.

Internal Talent Management

- KPHL is committed to continuous development of its employees.
- One staff has returned after completing his Masters in Engineering
- Several staff are currently pursuing post graduate studies
- Several staff are also pursuing undergraduate studies related to their work areas and career aspirations.

Questions

