The People Factor: Strategic Resource in LNG Production

Canute Hudson, Atlantic
Presentation for LNG 17, April 2013
Atlantic History

- 4-Train LNG Facility
- Commissioned between 1999-2005
- Over 10 years’ operating experience
- Utilize *Conoco Phillips Optimized Cascade Process*
- Capacity range: 3 - 5.2 mtpa
- 7th Largest LNG production capacity
- Five (5) shareholders
Atlantic Transition

Initial Focus on Project Delivery

- 1999 – 2005: Commissioning of four new trains
- Capital Investment Projects staffed by shareholder secondees

Current Focus on Sustainable Operations

- HSSE, Asset Integrity and People
- Projects staffed by in-house resources
LNG Growth

• 2010 – 2030: Number of LNG plants projected to grow by 200%

SOURCE: BP WORLD ENERGY OUTLOOK BOOKLET 2013
General Industry Competing Interests

- Commercial
- Capital
- Human Resources
Human Resource Competing Interests

- Key human resources with the right skills for new projects and existing facilities
- Turnover
- Retirement in the next 10-20 years
- Maintaining institutional knowledge

SOURCE: STREAMLINE MARCH 2013 MAGAZINE (FASTSTREAM GROUP)
Atlantic’s Response

- Strategic coaching and mentoring
- Strategic scholarships
- Secondment of personnel between Atlantic and shareholders
- Placing of engineers in engineering contractor office
- Developed metrics to measure progress
The Atlantic Competency Model: Five (5) Principles

1. Competence Standard based on roles and responsibilities
2. Competence Assessment of individuals
3. Competence gap identification
4. Gap closure
5. Verification
Impact of Competence Assessment

DEPARTMENT COMPETENCY GROWTH TARGET
5 YEAR PERIOD

COMPETENCY LEVEL (%)

GAP CLOSURE

Department Target
Department Actual

Time

2010 2011 2012 2013 2014
Competency Assessment and Assurance: The Benefits

- Risk Reduction
- Increased Plant Reliability
- Technical Practices Development
- New Technology

SUPPORTING DELIVERY OF OVERALL BUSINESS VALUE IMPROVEMENT
THANK YOU
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