

Welcome!

The program will begin soon.
You will not hear audio until we begin.

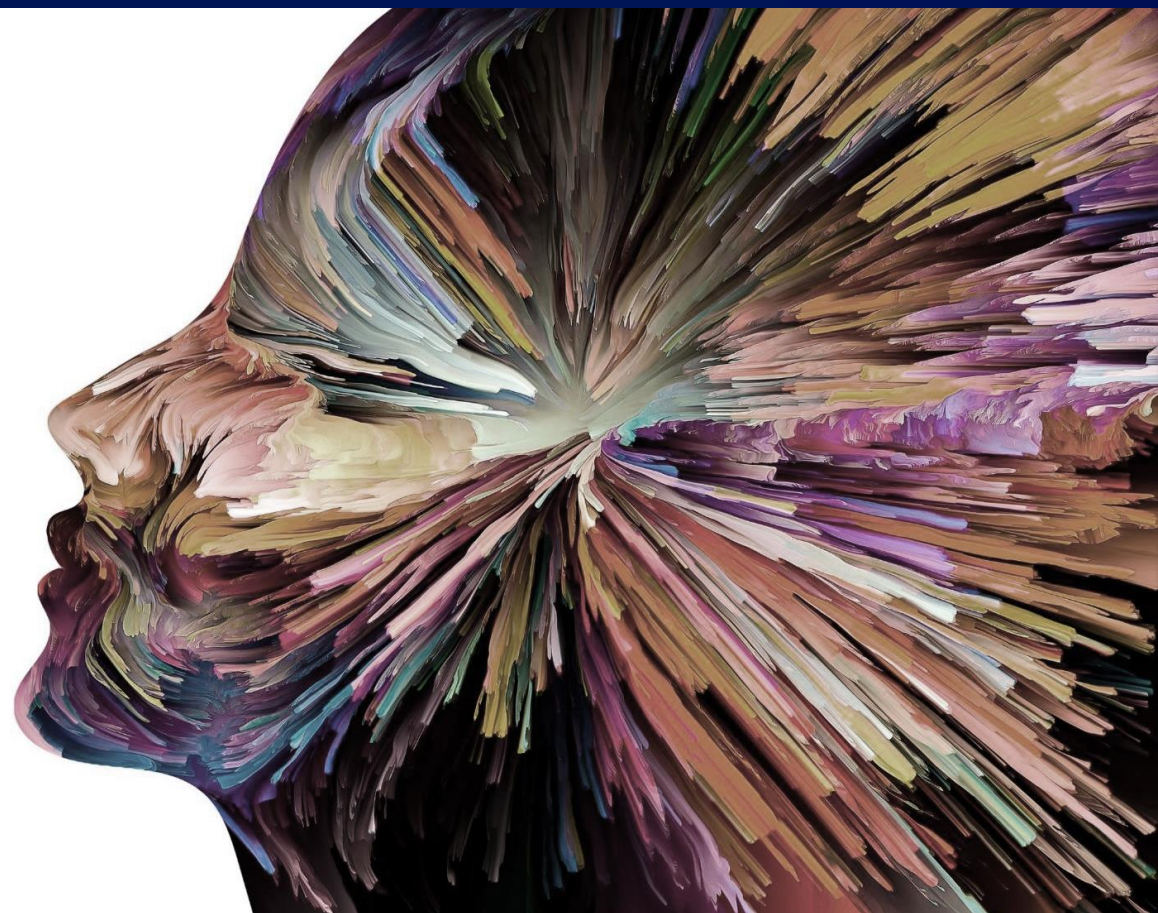
Leading Tomorrow Today!

Evelyn MacLean

IOGP Workforce Energy Taskforce

Director

July 2022



SPE Webinars are Sponsored by:

SPE
SPE Foundation

Topics



- The future of work is human
- Leadership reflections
- The dopamine highway
- Workplace as a social collective
- The potency of human emotion
- On-trend talk
- IOGP Taskforce Workforce Energy
- Resources and Tips



The Future of Work is Human

Humans and Technology = Symbiosis



- Core values connection – Purpose and Meaning
- More humanistic workplaces - Courage, Empathy and Gratitude
- A good employee experience is essential for business success
 - Integrity and the ability to bond with others are essential for leadership
- Diversity, equity, inclusion and belonging are non-negotiable attributes of a human workplace
- Clear delineation where man and machine fit
- Modern society - addicted to better and faster performance
- The release of dopamine was once linked directly to our survival, now it's tied to our job performance



What Is The Data Telling Us?



Lack Of Employee Engagement

- Costs \$7.8TN / 11% of GDP (1)



Women in Business

- Hold more senior executive positions in Utilities sector than elsewhere in Energy (2)
- Are listed in < 11% of the patent applications in Energy Sector (2)
- Despite making up 48% of the global labor force, women only account for 22% of the traditional energy sector (2)
- Recruiting women takes more than competitive pay (3)



Gender Parity

- It would take 30yrs to achieve gender parity within the industry (4)



Employee Focus

- 47% of the time is spent mind-wandering (5)
- When multi-tasking, we lose up to 40 percent productivity as it takes the brain more time to switch from task to task and we make more errors than when focusing on one task at a time. (6)



Leadership

- Annual spend on leadership development ~\$366BN (7)
- EY study with Said Business School found that 85% of senior leaders have been involved in major transformations in past 5 years. Emotional toll is high. Most transformations involve lay-offs (8)

SOURCES

- (1) Gallup State of the Global Workplace, 2022)
- (2) IEA
- (3) Gallup
- (4) OGUK 2021 report findings
- (5) Harvard Psychologist Killingsworth Study, 2010
- (6) MIT Neuroscientist Earl Miller
- (7) TrainingIndustry.com
- (8) ConsultancyUK



Leadership Reflections

The cost of poor leadership



- Most people leave a job because of their boss
- Stress, burnout and other health issues
- Human potential wasted
- Absenteeism, Low morale, below par productivity
- Old-school leadership tactics don't work for today's purpose-driven workforce



Dopamine Highway



- Four main feel-good chemicals: endorphins, dopamine, serotonin and oxytocin
- Compulsive overconsumption > pleasure addicts
- Are we living up to impossible standards > self-enforced or set by others?
- More balance in our lives > greater reward of a life worth living
- Look at the big picture of life to gain perspective



Workplace As A Social Collective, A Community

Innovation at every level, one-team, inspired and motivated



- We are born to connect
- Social Impact - Tied to values, solving real problems
- We can't afford to waste our collective human potential
- Build togetherness through shared, joint actions
- Inquiry based leadership - Co-creative approach
- The spirit of partnership, grounded in equity



Cultural Evolution



The Potency of Human Emotion

One of the most powerful forces on the planet



- Emotional Intelligence is the ability to identify and manage our emotions
- Know Self
- Influenced by our Ego States
- How we navigate relationships determines the outcome



Our Ability To Envision The Future Is Influenced By Our Memory Of The Past



The Neuroscience of Leadership



- Resonant leaders activate attention, social awareness, and positive relationships in their employees
- Dissonant leaders trigger negative emotions, disregard, limited attention, and decreased social awareness
- Resonant leadership styles help build trust through the release of oxytocin in their brains and the brains of others



Futureproofing Leadership



- Attributes of effective leadership
 - understanding emotions
 - empathic
 - builds relationships
- Relational leadership can create higher confidence, improved relationships between employees, build psychological safety, trust and contribute to increased productivity



On-Trend Talk

Insufficient progress

- 2020: A year of cultural reckoning
- More DE&I initiatives in energy than other sectors
- Women and under-represented groups marginalized
- Social media flooded with stories and citations
- DEI efforts cannot be viewed as a band-aid for systemic problems
- Ambassador or Bystander
- IOGP Workforce Energy Baseline Study



IOGP Taskforce Workforce Energy

Fragmented approaches will not be sufficient



Changing Societal Demand Will Require New Strategies And Capabilities

- The most important determinant to a successful energy transition is a diverse and inclusive workforce
- Given our declining popularity and climate concerns, the time to act is now
- Lack integrated view of Energy Workforce requirements

Taskforce Action Underway

- Baseline Study: 45 Companies E&P Value Chain
- Employ >2 Million Workforce
- Data Capture: 10K, 20F, Sustainability Reports
- Using Natural Language Processing to interrogate data
- Gain insights to inform baseline
- Issue report and recommendations 4Q



A unified effort to develop the workforce of the future will accelerate the Energy Transition – producers, service companies and key industry associations aligned on purpose, delivering through collaboration



Resources and Tips: Dare to Lead



Our values
Inform our
judgements about
what is most
important in our
lives



**Trust &
Psychological
Safety**
Is an important
aspect of working
relationships



Speak-up
Courageous leaders
give and invite
honest feedback



**Listen to your
thoughts**
Explore your
feelings instead of
numbing them



Perfectionism
Holds us back from
self improvement
and true courage
and Vulnerability is
the cornerstone of
human innovation
and creativity





Leadership Resources



Books

Working Identity by **Herminia Ibarra**

Questions Are The Answer by **Hal Gregersen**

Thriving Through Uncertainty: Moving Beyond Fear of the Unknown and Making Change Work for You by **Tama J. Kieves**

Mindset, The New Psychology of Success by **Carol S. Dweck, Ph.D.**

Dare to Lead by **Brene Brown**

Dare to Un-Lead: The Art of Relational Leadership in a Fragmented World by **Celine Schillinger**

Games People Play by **Eric Berne M.D**

Ted Talks

The Anti-CEO Playbook Hamdi Ulukaya

<https://www.youtube.com/watch?v=SGTMSV8QUrs>

Tell me, and I will forget.
Show me, and I may
remember. Involve me,
and I will understand.
(Chinese Proverb)

THANK YOU!