

Young Professionals Committee Meeting Minutes



Date: 21 October 2020

Location: IADC Office: 3657 Briarpark Drive

In attendance:

Sarah Kern – Helmerich & Payne
Garrett Reinert – Valaris
Dustin Torkay - Seadrill
Adam Zornes – Enterprise Offshore

Travis Weaver - Cactus
Greg Hust - Cactus
Amanda Coyler – H&P
Angie Gunden – IADC

Agenda:

Welcome and Introductions
IADC Update
YP Committee Membership Discussion
Subcommittees Discussion
IADC Sustainability Conference: February 9-10, 2021

Welcome and Introductions

Round table introductions, including position changes and company updates. Sarah mentioned a new Committee Member, Vibeke Espelid with Maersk Drilling, who will also be the first Member located outside of the United States.

IADC Update

Angie provided an updated with regards to IADC reduction in force, work from home / office reopening plans, and virtual conferences.

YP Committee Membership Discussion

Sarah provided recap of history – main planning committee has been made up of people from drilling contractors only; wider committee comprised all types of companies. Suggestion to welcome people from all companies to the committee going forward, without distinguishing between the main planning committee and broader group. One reason is that most IADC committees function this way. It will also be more representative of the industry as a whole, break down barriers, and result in more dynamic discussions. Can maintain Contractors in Co-Chair positions. There was general agreement that this is a good idea, especially since the Committee lost quite a few participants in the downturn. Suggestion to actively pursue representation from Contractors who are no longer represented.

Action: Angie to provide list of missing companies

Subcommittees Discussion

Sarah provided history of subcommittees – Recruiting, Exposure/Involvement, Retention/Development. Great ideas and intentions and then 2020 happened. Suggestion to revisit this approach. Don't want to lose focus on the topics, but refrain from formal subcommittee structure. General support of idea, especially based on loss of Members in 2020. Decision to work on everything together as a group going forward and allow subcommittees to form as needed.

IADC Sustainability Conference: February 9-10, 2021

Ensuring Future Success: Navigating COVID in a Dynamic Industry

Sarah shared that the Committee has an opportunity to plan/moderate a session in the conference. Suggestion to conduct a survey to YPs in the industry on topics related to working in the Covid environment and potential impacts. Ideas/suggestions discussed:

- Reduced in-person access (mentors, colleagues, managers, upper management, conferences)
- Onsite training climate; first 5 years with company are critical; how are companies handling this? Will a gap develop because training is not being completed?
- Direction for large projects
- Connection, wellbeing, etc.
- How to understand integrate into a company? If moving companies, how to integrate into new company (onboarding)?
- Remote working – how does this impact efficiency, relationships, vendors, clients, peer-to-peer. How does this tie back into development? Does personality/personal drive matter? When looking to promote people? How to YPs get advocates?
- What is new expected way of working? Text, email, call? (Changes in company culture.)
- Will people, especially YPs with less experience, get rusty on basic professional skills?
- How do we now share knowledge remotely?
- How can people stay relevant?
- Working at home creates new work/life balance challenges. Less separation between office and home.

Suggestion for everyone to think about resources to help with designing a survey.

Action: Sarah / Garrett to send email with minutes and survey questions ideas to wider group.

Action: provide description of session to Leesa ASAP.

Observation that the Committee lost the Member who volunteered to help with social media; need to find a replacement.