



People Agenda



Program 3:

HR MANAGEMENT

● MAIN OBJECTIVES

- ❑ Introduce comprehensive talent management system
- ❑ Sector-wide workforce development
- ❑ Maximize the potential of existing staff.
- ❑ Improved attraction and allocation of the right talent and resources in line with sector growth priorities

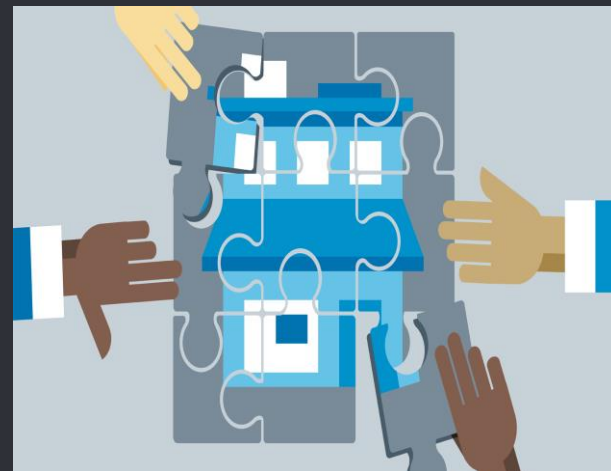


This program consists of 2 sub programs

A Talent management



B Human Capital Management



● A: Talent Management working on 2 Tracks

1

Human Capital Productivity



2

HR best-in-class practices

● Achievements

A Human Capital Productivity:

The Middle Management & Young Professionals Program:

To generate a dynamic pool of young professionals with equal opportunity and competitive chance to lead the future growth.

Criteria of the program was outlined in a simple way providing eligibility to a wide scale of applicants. Program was officially announced via the Ministry of Petroleum website in Dec, 2017 which was one of objectives to keep equal opportunity and practice one of sector's core value "transparency" at their maximum levels

3000 applications were received across sector companies and there is a promising capacity building plan to equip selected candidates with the top notch skills and knowledge in the area of leadership

● Achievements

1 Human Capital Productivity:

The Senior Management Evaluation and Succession Program:

To evaluating the performance of board and directors “ top executives” to select and monitor top executives, board performance as well as promote other factors that provide real insight into the effectiveness of an executive management teams

To build and sustain transformational leaders for the future

Board evaluation process, conducted with the support of independent experts on a regular basis

Talent Management team had already defined selection criteria for top management across sector in addition to designing a competency-based framework to the various executive authorities, performing assessment, and selection in accordance with competitive criteria.

● Achievements

1 Human Capital Productivity:

Safety Capability Building & Culture Change program

Aligning with one of sector's core value "Safety", Talent Management team had directed the culture change pillars into developing & sustaining HSE culture inside oil & gas industry.

The essence of such initiative is to design complete road map for empowering safety as one of core value in all our operations and activities and build a pool of HSE process safety professionals via an international capacity building program.

Launched Safety stand down day with a contribution of all sector's companies and announced there a reward and recognition scheme which represented in the MOP safety excellence award.

● Achievements

2 HR best-in-class practices:

Modernization program for new JVs (Petro-Shorouk)

The team build a new joint venture HR model based on HR best practices and to become a role model for new Oil & Gas institutions and become a pilot for future replication across the existing JV sector.

Modernization program for existing JVs (Bapetco)

To further support the idea of transforming traditional practices into HR best-in-class systems, a collaboration opportunity between MOP and Shell Egypt to design and implement a Joint Venture Modernization Pilot project in **Bapetco** under the umbrella of Oil & Gas Modernization Program.

Its main objective is to maximize value for both shareholders, transform Bapetco JV into a world class organization adopting industry best practices in managing cost and production and a present a pilot for future replication across the existing JV sector.

• B: Human Capital Management:

Activities Road Map:

**HC
Database**

**12 months
1/2017 – 1/2018**

Connecting all sector companies to one unified and comprehensive manpower Database would allow better determination and utilization of the sector human capital

**HC
Analysis**

**18 months
6/2017 – 9/2018**

Generating human capital analysis methodology to be applied for each company to give deeper insight to the company's human capital status, problems and requirements

**HC
Management**

**3 months
9/2018 – 12/2018**

Different HCM options that would allow better utilization of the current human capital and drive better efficiency

Unified Human Capital Database Achievements

Human Capital (HC) Database

Establish unified and comprehensive Human Capital Database for around **245.000** employee that would allow better determination and utilization of the sector human capital potentials to insure the placement of the right person in the right place at the right time.

HCM Data Analysis

Generate a methodology to analyze the human capital for each company in the sector to give deeper insight to the company's weaknesses points, strengths points, opportunities and risks to develop it from the human capital perspective.

Job Description

Develop a unified job description template for all companies of the sector to:

- Allow the employees understanding their duties & responsibilities.
- Assist the implementation of HR best practices as well as recruitment process, performance management, training & succession planning.

● Human Capital Analysis Methodology Achievement

A simple methodology developed to enable having deeper insight to the company's HC focusing on Organization structure, Manpower, Labor Cost ,dashboard, and come up with SWOT analysis and recommend set of actions that will assist the company in accomplishing the individual as well as the organizational goals/objectives.

● HCM Analysis Road Map



Identify Organization capability strengths, weaknesses & gaps in strategy execution

Diagnostics of the, classification, distribution & size of the Company manpower

Analyse labour cost and identify it's implication on the overall Company productivity

Develop required analysis through dashboard

Identify Company's; strengths, weaknesses, opportunities & threats and develop required analysis through dashboard tool

