

IHRDC

A Worldwide Leader in Oil and Gas Training – Since 1969



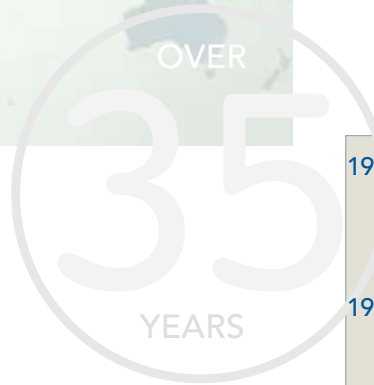
Better Prepared for the Challenges Ahead

Making sure your employees have the knowledge and skills they need to safely and effectively do their jobs is an ongoing process that takes commitment, careful planning, and access to in-depth learning opportunities. For the oil and gas industry – a sector where there are often no second chances – it has always been important to invest wisely in training and competency development. But these days, a shrinking workforce, competition for recruits, talent retention issues, advances in technology, and the unique challenges of workforce nationalization make access to proven and innovative learning solutions even more critical.

For over 35 years, International Human Resources Development Corporation (IHRDC) has been a worldwide leader in training and competency development for the oil and gas industry. Our commitment to offering the best **Instructional Programs**, **e-Learning Solutions**, and **Training Services** available stems from a core belief that people who work in the oil and gas industry provide critical services to society. Not only are they responsible for managing and operating projects that require large capital investments, they also share in the collective responsibility to satisfy the world's daily energy needs. Because your employees play such important roles, they need and deserve the best training and support they can get.

In the end we, at IHRDC, understand that the better our industry's workforce is prepared for the challenges that lie ahead, the brighter the future looks for the rest of us.





1969

IHRDC's founder, Dr. David A. T. Donohue, with a carefully selected group of Instructional Associates, plans, develops, markets and begins teaching short courses in all areas of Upstream Technology for clients all over the world.

1976

IHRDC begins self-publishing the first of 76 influential books on E&P Technology, many of which are adopted as textbooks for undergraduate and graduate studies.

1976

In cooperation with Phillips Petroleum, IHRDC develops the industry's first video courses. They are soon used all over the world.

1976

Petroleum Operations and Maintenance (O&M) Training Services are offered to clients, complemented by a 42-module, video-based training series for operations personnel.

1979

The Video Library for Exploration and Production Specialists, consisting of over 115 modules, is designed. Mobil Oil supports the initial pilot program. Then, in 1981, production of this ambitious undertaking begins with the support of 10 international companies. Each module consists of a book written by a recognized specialist and a carefully scripted and produced video program. The library receives 18 major awards for excellence (Telly Awards) during its twelve years of development.

"IHRDC's mission has always been to develop training programs and resources that are driven by excellence and innovation. Our objective is to deliver programs and products in ways that are sure to enhance individual and organizational performance for our clients."

— Dr. David A. T. Donohue
Founder and President, IHRDC



A major company asked us to teach our International Gas Business Workshop in 1996 for its international managers. Since then, we have been invited back twice each year to teach it for them, with consistently high ratings from participants.

Instructional Programs

An integrated understanding of business fundamentals is critical to management success in the oil and gas industry. To provide this important learning opportunity, IHRDC offers comprehensive management programs tailored to the oil, gas, and power businesses. These programs are offered in Boston and other key international cities on an open-enrollment basis.

We also tailor our programs to the specific needs of individual companies and teach them in private in-house programs and regional multi-company offerings. These 2- or 5-day workshops are intensive explorations into all areas of the oil, gas, and power industries. (Many of our clients continue to schedule our in-house programs year after year.)

Each program combines lectures by experienced energy business specialists with a classic IHRDC business workshop that allow participants working in teams to develop and manage an energy business over a simulated 20-year period. The business game is computerized so that each team's decisions can be captured and its overall performance measured. This form of learning is ideal for experienced managers, because it allows them to interact and learn from each other in the context of a realistic and challenging case study.

Over 4500 graduates of our management programs have rated them as “outstanding” for their excellent faculty, timely and realistic content, innovative business games, and attentive staff.

BOSTON PROGRAM TOPICS TYPICALLY INCLUDE:

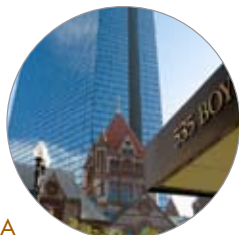
- International Petroleum Business Program
- International Gas Business Management Certificate Program
- Foundations of Law, Accounting, and Economics for the Oil and Gas Manager
- Management Skills and Practices for the Oil and Gas Manager
- International Petroleum Management Certificate Program
- E&P Project Development Workshop



INTERNATIONAL PROGRAM TOPICS TYPICALLY INCLUDE:

(OFFERED IN SUCH DIVERSE LOCATIONS AS COLOMBIA,
EGYPT, NIGERIA, MALAYSIA, AND INDONESIA.)

- International Gas Business Workshop
- International Petroleum Business Workshop
- International Power Business Workshop
- Petrochemicals, Refining and Gas Processing Workshop
- Petroleum Project Economics and Risk Analysis
- Effective Negotiating Skills Workshop
- Project Management of Oil & Gas Projects
- Upstream Petroleum Agreements: Legal and Economic Aspects



BOSTON, MASSACHUSETTS, USA

BOSTON'S ATTRACTIVE BACK BAY SECTION HAS BEEN HOME TO MANY IHRDC MANAGEMENT PROGRAMS. THIS FRIENDLY AND ATTRACTIVE CITY BOASTS COUNTLESS CULTURAL AND HISTORIC ATTRACTIONS, WORLD-RENOWNED ACADEMIC INSTITUTIONS, EXCITING SPORTING VENUES, EXCELLENT RESTAURANTS AND HOTELS, AND A WIDE VARIETY OF SHOPPING OPPORTUNITIES.

1979

IHRDC develops its first set of "Career Development Plans" for Mobil Oil. (Since then, many companies worldwide have asked IHRDC to assist in preparing similar "roadmaps" for the competency development of their workforces – from entry-level technical specialists to senior management personnel.)

1988

As corporations are being transformed from functional "silos" to more horizontal organizations, IHRDC creates its classic energy management "Certificate" programs to meet the need for an integrated understanding of business fundamentals. These highly-regarded 2- to 4-week programs, dedicated to the integrated value chains of the energy business (oil, gas and power), consist of lectures by recognized specialists, visits to regional energy sites, and team participation in specially-designed business games.

1992

Responding to company requests, IHRDC packages an abbreviated form of its management programs into one-week workshop sessions and begins offering them on an in-house basis.

GO TO WWW.IHRDC.COM TO LEARN MORE ABOUT
OUR CURRENT INSTRUCTIONAL PROGRAM OFFERINGS.



e-Learning Solutions

IHRDC is the industry leader in developing and publishing innovative and effective e-Learning solutions for the international oil and gas industry. We offer a wide range of e-Learning solutions to answer the diverse needs of our worldwide customers.

IPIMS.ep

Our award-winning International Petroleum Industry Multimedia System (IPIMS.ep) is a comprehensive learning resource. It covers all areas of E&P Technology and Operations and has been written by industry specialists to meet the learning needs of practicing professionals. With integrated state-of-the-art delivery tools, from competency models to challenging hands-on E&P assignments, the IPIMS.ep system provides companies with the flexibility to create custom learning solutions that meet the specific needs of their workforce.

Companies can link 750 courses from IPIMS.ep into their competency models and thereby have an easily-implemented, proprietary system for developing their worldwide personnel. And because IPIMS.ep courses are SCORM Certified, they can be integrated seamlessly into a company's Learning Management System. IPIMS.ep is a powerful and cost-effective learning system that is now a core resource for over 60 leading international oil and gas companies, including super majors, national oil companies, service companies and independents.

IPIMS.ep also serves as the foundation for all IHRDC Blended Learning Programs. IHRDC believes that blended learning, a combination of traditional and e-Learning methods, leads to more effective and longer-lasting competency building. We offer a series of very effective blended learning programs in petroleum technology that develops advanced levels of competency. Each program integrates lectures, workshops, mentor guidance, IPIMS.ep, and specially designed e-Learning assignments (Action Learning) to build life-long, job-required skills.

PETROLIA: AN IN-DEPTH INTRODUCTION TO THE INTERNATIONAL OIL AND GAS INDUSTRY

As the global demand for energy increases and the experienced energy workforce edges closer to retirement age, there is a rapidly growing need for new personnel in the worldwide oil and gas industry. New workers need a comprehensive industry orientation program that is challenging enough to prepare them for the rigors of the job and accessible enough to get them up and running quickly.

Petrolia, the latest e-Learning series from IHRDC, is designed for anyone who wants to know how the international oil and gas industry "works." This includes

After completing a successful pilot test, a major international company launched IPIMS.ep on a global basis and is now using this innovative e-Learning system to train over 2500 E&P specialists worldwide.



both new and established oil and gas company employees, from board members to operators, as well as the many individuals and organizations that provide services to the industry. The series consists of 12 challenging e-Learning modules that cover all key sectors of the industry, from exploration to marketing, and illustrates how they all fit together.

BUSINESS AND MANAGEMENT ESSENTIALS FOR INTERNATIONAL OIL AND GAS INDUSTRY PERSONNEL

Part of being an effective employee in the petroleum industry includes understanding its key business fundamentals. To meet this need, IHRDC is now developing and publishing a highly-regarded series of general business e-Learning programs in the “MBA Essentials” areas of corporate finance, leadership, communications, human resource management, and project management. All courses are self-paced, flexible, relevant, based on real-world experience, and cost-effective.

1994

Understanding the power of information technology to transform the learning process, IHRDC begins digitizing its E&P Video Library into a multimedia knowledge database, including more than 100 hours of video, 17,000 graphics and 10,000 pages of text.

1995

IHRDC packages its multimedia knowledge database into a CD-ROM delivery system and calls it “the International Petroleum Industry Multimedia System (IPIMS).”

1997

As technology advances, a Local Area Network (LAN) version of IPIMS is made available for client servers.

1998

With the advent of streaming video, the Internet/Intranet version of IPIMS is developed, beta tested, and issued. (It remains unique to the industry. No competitor has challenged this comprehensive offering.)

1998

In alliance with Petroleos de Venezuela, IHRDC begins building the Action Learning component of IPIMS (a comprehensive set of practical assignments that encourage “Learning by Doing”). It is devoted to the important E&P Technology area of Integrated Reservoir Management.

1998

IHRDC Training Services Group is engaged by Al Furat Petroleum, the affiliate of Shell in Syria, to undertake a three-year assignment to train local nationals to become competent O&M specialists. This assignment stimulates IHRDC to formalize its Competency Assurance Process (“CAP”).

GO TO WWW.IHRDC.COM TO LEARN MORE ABOUT:

- IPIMS.ep
- [PETROLIA](#)
- [BUSINESS ESSENTIALS FOR OIL AND GAS PERSONNEL](#)
- [ONLINE CERTIFICATE AND DIPLOMA PROGRAMS](#)
- [BLENDED LEARNING PROGRAMS](#)

We are making excellent progress in a major assignment to evaluate the competencies and enhance the skills of 1000 O&M personnel who work at large oil production and gas processing facilities in Africa. This engagement builds on the success of our other projects in the Middle East, North Africa, and Asia.



Training Services

The IHRDC Training Services Group provides a variety of training services for clients worldwide. Our many years of experience within the oil and gas industry, as well as the comprehensive resources we have developed, enable us to provide a very thorough and highly-regarded approach to training and competency building.

In recent years, our work has focused on the building of competent workforces in the critical areas of Exploration and Production (E&P) and Operations and Maintenance (O&M). In the latter area, our assignments have included the development of specialists in oil and gas production, drilling, gas processing, LNG, power and refining projects in the Middle East, North and West Africa, Asia, U.S. and South America.

A typical objective for our clients is to ensure that each member of their workforce is competent to perform his job. Often the goal is to train local nationals so that each employee develops the skills necessary to perform his job to international standards of competency. Achieving this goal permanently lowers operating costs and makes sustainable, long-term contributions to the growth of the host country. To successfully help our clients meet these goals, we employ our proprietary Competency Assurance Process, leverage the vast resources of our Competency Resource Center, and utilize our teams of committed specialists to bring each engagement to a successful conclusion.

THE COMPETENCY ASSURANCE PROCESS

Our proprietary Competency Assurance Process, which has evolved since our first publication on the subject in 1982 (*Manpower Planning and Development: The Developing World*), is a rational and time-tested approach for building competent workforces. First, our specialists work with clients to prepare their training and recruitment strategy. Then we build competency models for each job title in the facility or specialty area and identify the training (lecture, e-Learning, or on-the-job) required to achieve competency objectives.

Using the competency models, we then assess employees against specified job competencies and identify gaps in order to deliver custom training programs for each individual. As a result, competency gaps are soon closed across the organization and clients are assured that each employee is competent to meet the O&M or E&P job requirements.



THE COMPETENCY RESOURCE CENTER

Our numerous assignments over the past 15 years have helped us build an extensive Competency Resource Center. It includes competency models for all types of oil and gas industry-specific jobs, a variety of training resources (including our e-Learning systems), and all of the software systems required to implement the training and assessment services we provide. These resources serve as a crucial starting point for each new engagement, so that our clients have a solid base on which to build their training strategies.

OUR TEAM OF SPECIALISTS

Our clients benefit from our certified subject-matter specialists who build competency models (some work in several languages), provide training, assess competencies, and verify the work of others. We also employ a very capable group of software and Web-based specialists who build the electronic assessment and reporting systems that are fundamental to this type of work. And, of course, both our instructors and our extensive database of training resources (lecture, e-Learning, on-the-job) work to deliver the training necessary to make sure competency gaps are closed.

2000

IHRDC formalizes its vision of IPIMS as an integrated Web-based Knowledge, Learning, and Communication system dedicated to the oil, gas, and power sectors.

2000

IHRDC publishes its e-commerce learning system oilandgastraining.com.

2001

IHRDC announces four Certificate Programs in Petroleum Technology Management and a post-graduate Diploma Program in Upstream Oil and Gas Asset Management. Programs are designed around three learning formats: Distance Learning, Action Assignments, and Shared Learning Workshops.

2002

For clients in the Middle East and North Africa, IHRDC designs its Competency Assurance Process as the foundation for training local nationals to become competent O&M specialists in such areas as oil and gas production, processing, drilling, LNG and refining.

2003

IHRDC receives the Distance Learning Award for Excellence in Distance Learning Programming for the Business/Corporate Sector from the U.S. Distance Learning Association.

GO TO WWW.IHRDC.COM TO LEARN MORE ABOUT OUR CURRENT TRAINING SERVICES PROJECTS.



IHRDC Client List

THIS IS A SAMPLING OF OUR FULL CLIENT ROSTER, WHICH INCLUDES 450 COMPANIES WHO HAVE SENT EMPLOYEES TO OUR INSTRUCTIONAL PROGRAMS, 80 E-LEARNING LICENSEES, AND OVER 25 TRAINING SERVICES CLIENTS.

Instructional Programs

ADCO
 ADNOC
 AGIBA Petroleum Company
 AGIP
 Al Furat Petroleum Company
 American Petroleum Institute
 Anadarko
 Arabian Oil Company
 Arab Petroleum Pipeline Company
 Arco China
 Arco Indonesia
 Arco Oriente, Inc.
 Asamera Ltd.
 Ashland Exploration
 Astra Capsa
 Basic Resources International
 Bharat Petroleum Corporation, Ltd.
 BHP Billiton Petroleum
 Bongaigaon Refinery & Petrochemicals
 BP Trinidad and Tobago
 Caltex Hong Kong Ltd.
 Central Bank of Kenya
 Centurion Petroleum
 Chevron
 Clyde Expro PLC Yemen
 Coflexip S.A.
 ConocoPhillips
 Coopers & Lybrand
 Cyprus Petroleum Refinery

Delta Drilling and Engineering Services Ltd.
 Deminex
 Department of Mineral Resources – Thailand
 Department of Mining and Petroleum – Papua New Guinea
 Department of Petroleum Resources – Nigeria
 Dubai Petroleum Company
 Ecopetrol
 EGPC
 Egyptian Petrochemical Company
 Elf Petroleum Nigeria Ltd.
 Emir Enterprises Sdn Bhd
 ENPPI
 ESSA
 ETAP
 ExxonMobil
 Gas Authority of India
 Gasprom
 Ghana National Petroleum Corporation
 Global Petroleum Ltd.
 Gulf of Suez Petroleum Company
 Hamilton Oil Company
 Honam Oil Refinery Co. Ltd.
 Hyundai Oil Refinery
 INA-Naftaplin Croatia
 Japan National Oil Company
 Jebco Seismic Ltd.
 JTO Operating Company

Khalda Petroleum
 Kondur Petroleum S.A.
 Kuwait Oil Company
 Liberia Petroleum Refining Co.
 Malaysia-Thailand Joint Authority
 Maraven S.A.
 MGT – Mongolia
 Ministry of Energy and Minerals – Tanzania
 Ministry of Energy – Trinidad & Tobago
 Ministry of Mines & Energy – Ethiopia
 Ministry of Oil & Mineral Resources – Yemen
 Ministry of Oil – Iraq
 Ministry of Petroleum Resources – Nigeria
 Mitsubishi Development Company
 Mobil Oil Indonesia
 Mobil Producing Nigeria
 MOL Hungarian Oil & Gas Co.
 Mongolian Geological and Geophysical
 Mongolian Petroleum Company
 National Oil Corporation Kenya
 New Zealand Refining Co.
 Nigerian Agip Oil Company Ltd.
 Nigerian LNG Ltd.
 Nigerian Gas Company Ltd.
 Nigerian National Petroleum Corporation/NAPIMS
 Nikko Petrochemicals Co, Ltd.
 NIS Rafinerija Nafte
 Norsk Hydro A/S

Obragas Holding N.V.
 Oil and Gas Development Corporation – Pakistan
 Oil and Natural Gas Commission – India
 Oil Search Ltd.
 OMV AG
 PanCanadian Petroleum Ltd.
 Petroleos de Venezuela S.A.
 PEMEX
 Pertamina
 Petrobel
 Petrobras
 PetroEcuador
 Petronas
 Petroperu S.A.
 Petroleum Authority of Mongolia
 Petroleum Authority of Thailand
 Petromer Trend Corporation
 Petrosen
 Petrotrin
 PetroVietnam
 Petro S.A.
 Philippine National Oil Company
 Polish Oil and Gas
 PlusPetrol
 PT Arun NGL Company
 PT Caltex Pacific Indonesia
 Qatar General Petroleum Corporation
 Repsol YPF
 Russian Offshore Development Company

Saudi Aramco
 Santa Fe Energy Resources Ltd.
 Santos Ltd.
 Shell
 Sichuan Petroleum
 Administration
 Siptrol S.A.
 SOCAR
 Societe Nationale des
 Hydrocarbures – Cameroon
 Soekor E&P Ltd.
 Sonangol
 Sonatrach
 Statoil
 Suez Oil Company
 Summit Oil International Ltd.
 Tanzanian Petroleum
 Development Company
 Tecpetrol S.A.
 TECNIA Petroleum Consultants
 Teikoku Oil Company
 The National Gas Company of
 Trinidad & Tobago Ltd.
 Thrace Basin Natural Gas
 Transocean Sedo Forex
 Trinidad & Tobago Oil
 Company Ltd.
 Unocal
 US Department of Energy
 VICO Indonesia
 Vietnam Petroleum Institute
 Well Completion Technology
 Western Australia Petroleum
 Pty. Ltd.
 Woodside Energy Ltd.
 World Bank
 YPF S.A.
 Yukong
 Zafarana Oil Company
 Zakum Development Company

Halliburton
 (Landmark Graphics)
 HOCOL SA
 Husky Energy
 Kerr McGee
 Khalda Petroleum Company
 Kondur Petroleum Company
 Korean National Oil
 Corporation
 Kuwait Petroleum Corporation
 Landmark Pakistan
 Maxus Exploration Company
 MOL Hungary
 National Drilling
 Company – UAE
 Nations Energy
 Oildata Wireline Services
 Limited
 Oil India
 OMV
 ONGC
 Pan American Energy
 Petroleos de Venezuela S.A.
 Perenco Guatemala
 Perenco Venezuela
 Petroleum Agency S.A.
 Petronas Carigali Sdn.Bhd
 Petro S.A.
 Petrotrin – Trinidad
 PITC – Kazakstan
 PowerWell Services
 P.T. Medco – Indonesia
 PTT Exploration & Production
 Company
 Rashid Petroleum Company
 Reliance Industries Ltd.
 Roc Oil Company Ltd.
 Sasol
 Saudi Aramco
 Schlumberger (SIS/
 WesternGeco/DCS)
 Schlumberger Drilling Services
 SPDC Nigeria (Shell)
 Sonahess
 Sonatrach
 Talisman Energy
 TFE Angola
 Thrace Basin Natural Gas
 TOTAL
 Transocean
 University of Rio de Janeiro
 Unocal BPN
 Unocal Thailand
 Unocal Vietnam
 VICO Indonesia
 VSFusion
 Wintershall
 ZADCO

Training Services

Abu Dhabi Marine Operating
 Company
 Al Furat Petroleum Company
 BP Colombia
 Brown & Root Ltd.
 Burullus Gas Company
 Chevron Escravos Project
 – Nigeria
 Chevron Global Power
 Chevron Pacific Indonesia
 DER EZ ZOR Petroleum
 Company
 Dubai Natural Gas Company
 Egyptian LNG
 Foster Wheeler Corporation
 – Egypt
 Kuwait Foreign Petroleum
 Exploration Company
 National Oil Company of
 Kazakhstan
 Mobil Oil Corporation
 MIDOM Refinery – Egypt
 Midwest Gas Association
 National Drilling Company
 – UAE
 Occidental Petroleum
 Corporation
 Phillips Petroleum Corporation Asia
 Pertamina
 Polish Oil and Gas Company
 PT Arun NGL Company
 SEGAS – Egypt
 SONAHES – Algeria
 State Oil Company
 of Azerbaijan
 USAID

e-Learning Solutions

Abu Dhabi Marine Operations
 Anadarko
 BISS
 BJ Services
 British Petroleum (BP)
 Cairn Energy
 Centurion Petroleum
 CEPESA E&P
 Chaco Bolivia
 Chevron Angola
 Chevron Indonesia
 Chevron Nigeria
 Chevron Thailand
 China Petroleum Corporation
 – Taiwan
 CNOOC SES Indonesia
 ConocoPhillips
 CPC
 Cuu Long JV
 Devon Energy Corporation
 Ecopetrol
 Energy Africa

2004

In cooperation with The Pennsylvania State University, IHRDC online students may submit up to 15 credit hours for acceptance by examination toward a Master of Engineering Degree in Oil and Gas Engineering Management from The Pennsylvania State University.

2005

In response to the widespread industry need for a comprehensive overview of the international petroleum industry, IHRDC begins the development of "Petrolia: An Introduction to the International Oil and Gas Industry," a 12-module series that covers all areas of the international oil and gas industry.

2005

IHRDC introduces 15 Blended Learning Programs, each representing one week of instruction in five different areas of Petroleum Technology. They also combine mentor-guided e-Learning sessions and full access to IPIMS for challenging and comprehensive learning opportunities.

2006

IPIMS, the e-Learning system, reaches a milestone of 60 worldwide licensees and forms its Advisory Group. The Advisory Group is composed of a small group of its larger licensees who help contribute, based on actual industry needs, to the expansion and development of IPIMS.

2006

IHRDC delivers two innovative online resources to improve its competency development efforts: Learning Plan Builder allows companies to build, with minimum effort, individualized learning plans using IPIMS, and the Competency Resource Center allows for the efficient building of competency-based models and easy self-assessment and audit by supervisors.



Our learning solutions have won numerous awards, including 18 Telly Awards and a Distance Learning Award for Excellence.



FOR MORE INFORMATION ON ANY OF OUR
 WORLD-RENOWN LEARNING SOLUTIONS FOR
 THE OIL AND GAS INDUSTRY, PLEASE VISIT US AT

WWW.IHRDC.COM

OR, CONTACT ONE OF OUR WORLDWIDE OFFICES
 LISTED ON THE BACK COVER.

IHRDC

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