



# **| PESA – H&S Committee Roundtable**

## **| Onboarding New Employees into a Safety Culture**

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# The Challenges We Face

- Maintaining a high Safety Culture whilst onboarding new-to & existing industry employees. ~500/mo.
- Ensuring a capacity to customize/tailor training & competency to the individual role.
- Providing onboarding that is meaningful and leaves new employees feeling confident and excited about their new role.

# Hire-To-Retire Skill Building

## Onboarding

- Pre-screening
- Orientation (WFT + Facility)
- SSE / Mentorship
- NextGen Engineers
- Culture Transformation

## Training

- Compliance
- Internal HSE
- Location / Industry
- Customer
- Leadership (Role) Development

## Competency

- WFT Core
- PL Core
- 'Bolt-ons'
- Ongoing throughout Career

## Measuring Performance

- Objective Setting
- Bi-Annual Reviews
- Quarterly Conversations
- Coaching & Feedback
- Performance Incentives

# RightStart Orientation

- Historically:
  - 2+ Full Days
  - Classroom based
  
- 2019:
  - Online 2-Hr CBT
  - 1-on-1 Local Orientation
  - Mentorship Assignment
  - \$1M+ savings that can be utilized for more meaning skill development



**RIGHT**START

Start YOUR Career on the RIGHT path

# Competence Assurance Process

Ensures personnel are trained and qualified work safely and effectively in the supply of oilfield services and products in the field and within Weatherford locations.

- Qualified Assessors
- Approved modules mapped to Roles
- Classroom / CBT / OTJ / Webcast / Reading
  
- Weatherford CORE (RightStart)
- Product Line CORE (Mandatory)
- Product Line Bolt-ons (Electives)



# Culture Transformation

The 2017 commencement of Weatherford's journey to shape and shift our organizational culture is a Blue Chip initiative for Weatherford. Building a strong and healthy culture will enable us to create a consistently high-performing organization, and one that is open, honest, and exciting to be a part of. Key areas of focus:

- Culture Reshaping Sessions
- Culture Champion Network
- Culture Compass for front-line leaders
- One Weatherford
- Blue Chip Mindset
- 'From' & 'To' Behaviors
- Accountability
- Coaching & Feedback
- Behavior Styles
- Approaching with Curiosity



Individually, we are impressive. Together, we are unstoppable. We are One Weatherford.

# POSITIVE IMPACT



Values ground our business — our behaviors and beliefs in living by those values will make all the difference with everyone that touches Weatherford.

Be empowered, be open, be inspired. Why? To be supportive of our colleagues, partners, and peers. To be driven to make a positive impact, and above all to be engaged in driving our transformation.

Be the difference, be the change.

Mark A. McCollum



**ETHICS AND  
INTEGRITY**



**COLLABORATION  
AND PARTNERSHIP**



**DISCIPLINE AND  
ACCOUNTABILITY**



**FLAWLESS  
EXECUTION**



**INNOVATION AND  
TECHNOLOGY LEADERSHIP**



**COMMITMENT TO  
SUSTAINABILITY**

**#BETHECHANGE**