



From: Sanders, Robert O  
Sent: Wed Oct 01 21:55:52 2008  
To: Daigle, Keith G  
Subject: FW: Notes from PDP Fest  
Importance: Normal  
Attachments: PDP Fest Notes-SEPT 29.xls

Keith

Have added a few notes denoted in red.

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From: Daigle, Keith G  
Sent: Wednesday, October 01, 2008 7:50 AM  
To: Chester, Doug K; De Jong, Hendrik Jan; Gray, George F; Hill, Doug F; Kidd, Gavin N; Nohaviza, Glenn R; Sanders, Robert O; Skelton, Jake; Smart, John C; Stoltz, Dan  
Cc: Kurtanich, Marty R; Frazelle, Andrew E; Holt, Charles A; Little, Ian  
Subject: Notes from PDP Fest

Gentlemen,

This spreadsheet represent notes (Ian and myself) captured our PDP Fest yesterday. Did not write down everything I heard so, I am sure there are additional comments you may have with regard to your WSL's. Please add your comments and forward back to me and I will consolidate them into the one spreadsheet for future PDP Fest. I will meet this afternoon with the Ops Mangers and discuss movement of WSL's that we hit on briefly during the fest and land timing of these moves and then get this out to you by tomorrow. Thanks for participating in the fest and please have your follow-up conversation with the guys around any development opportunities.

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*Best Regards,*

**Keith Daigle**

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*"Communication Should Never Be The Weakest Link"*

Document Produced Natively

## PDP Fest Notes 29-Sep-2008

	WSL	Comments	Future	Development	TL
1	RJ Doucet	Move to Bob Palmer	Stay around Drilling Ops. Not interested in Completions. Most likley will stay with Palmer which would allow Murry S. to move to Horizon	Continue to mentor the younger WSL's. Keep him happy until retirement	Glenn Nohviza
2	Paul Lockwood	Very detailed person.. Interacts well with DE's.	Possible PSI candidate	Attend Presenting for Impact and Influence	Jake Skelton
3	Dwight Nunley	Good people skills, only lacking some DW Completion exp.	DDII candidate- Possible International assignment down the road in 4-5 years	Could get some touches on the DDII in the near future. Could see some stackups of Completion designs at Vendor yards. Other avenue is the Chevron/BP class room training	Jake Skelton
4	Teddy Reed	Wants to stay on Horizon- not interested in another assignment. He plans to stay for about 5 more years	Horizon	Mentioned Technical school/ Ned to understand what his needs are here.	Jake Skelton
5	Ronnie Sepulvado	Happy on Horizon	Horizon for about 2-3 more years	Need to have the conversation around his ability to coach and mentor. Opportunities are there with Rory McNeil and Contractor folks.	Jake Skelton
6	Bill Brown	Want an Advisor position- Possible International play.	Continue on Enterprise while looking at options that may get him to a Advisor role.	Need to see if Bill would be interested in an International Advisor position. If not, then we need to tell him they will not have anymore within the GOM. Possible coaching opportunity with WSL?	Dan Stoltz
7	Robert Fontaine	Needs to stay with the Enterprise to develop more skill sets	Enterprise- candidate for a Grade G promotion.	Need to identify just what he needs to get to a Grade G level and develop an action a plan around this. Review is LDP feedback to look for any gaps	Dan Stoltz
8	John Sutter	Will need to get more exposure around other DXC operations in 12- 14 months. Want to stay rotating	DDII candidate or PSI	What are some things John can do to better develop him for the future/. Does he need a mentor?	Dan Stoltz
9	Don LeMaire	Stay on Enterprise	Enterprise	Mentor the younger WSL's coming into the team	Dan Stoltz
10	Wayne Purvis	Finish year out on Enterprise. Prep for another assignment	DDII after Enterprise	Assist with mentoring of Chris Rawson. Plan would be to move Wayne to the DDII team early 09	Dan Stoltz

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11	James Chancy	Continue in Interventions	Interventions	Look for possible Alaska Intervention work to get exposure to robust depth Intervention work. Classroom course around Completions as well	John Smart
12	Mike Powell	Continue in Interventions	Interventions	Look for possible Alaska Intervention work to get exposure to robust depth Intervention work. Classroom course around	John Smart
13	Tommy Sherman	Continue in Interventions	Interventions	Need to set some deliverables and hold him to those so he can see his progress. Alaska Interventions and CT work to build skills. Get some touches on some of our rig Completion operations	John Smart
14	Doug Thompson	Needs to be moved into a rig assignment in the next few months into a Rig site WSL position. Strong but reliable nature. Good with people.	Holstein next up. Possible backfill for Hagler?	Build development plan to include DW Completions, DW Drilling and Floater school if not already taken	John Smart
15	Martin Breazeale	Wants the Level F grade.	TH PDQ	No opportunities to get a Level F position currently. Attend Managing Difficult Conversations Course	Doug Chester
16	Mitchell Bullock	Continue on TH PDQ- personal issues	TH PDQ	May be an opportunity to move off the TH PDQ when/if personal issues are addressed. Possible Spar rig or new build candidate	Doug Chester
17	Louis Gotreaux	Like TH PDQ- plans are to leave him here for now.	TH PDQ	Look for any DW Drilling schools to build skills. Possible Enterprise candidate.	Doug Chester
18	Randy Spears	Just moved over to TH PDQ from Horizon. Getting good exposure to Simops, Production operations and complicated Completions	TH PDQ	Possible promotion to Level G. He needs to understand what a Level G WSL looks like and what his deliverables need to be. Possible PS1 or PSII candidate	Doug Chester
19	Ricky Trichell	Strong leader. Good people skills. No DP operations exp.	TH PDQ- interest in Advisor role. None in GOM currently. Possible International or	Wants Supt type position. If this is possible then, need to lay out a roadmap so he can see what this looks like.	Doug Chester
20	Robert Kaluza	Working very well at Mad Dog. Has Leadership skills from previous work. Will do anything to help.	Mad Dog- indicates interest into a WTL role. Need to give him feedback on what that will require i.e. to Houston	Possible candidate for the Enterprise? Possible Ops De role enroute to a WTL position. Need to frame this into a development opportunity	Gavin Kidd

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21	Chris Rawson	Good solid WSL. Need to continue on his road to getting his DW exp.	Develop plan to move Chris over to Enterprise team to backfill for Wayne Purvis. Should work there for 2-3 years	Continue in development of DW WSL. Look into courses to help him with DW Drilling, Completions. WSL Deployment team to work timing around his move to Enterprise	Gavin Kidd
22	John Sistrunk	Working 21 x 21 schedule currently. Been on MD for a while. Working on Core Recovery team.	We should look at an assignment down the road for John on the PSII	Look into what training he would need to help develop him for the PSII. Any courses on Jill's sheet?	Gavin Kidd
23	George Walker	Craves stability. Steady hand. Not a Sr. WSL.	Move to Holstein temporary then into a possible Interventions slot.	Work timing around his Holstein move and what does Interventions look like for him in the future?	Gavin Kidd
24	Jimmy Adams	Wants to continue in a Drilling/Completions role. Like the office rotation and working with the CE's.	Interested in some type of Completion/Interventions Leadership role	Weigh out the options as to where Jimmy brings the most to the table. Is it a position that supports both our Completions and Interventions?	George Gray
25	Darrell Boudreaux	Working in Marianas and doing well	Continue on Marianas until rig release. Possible candidate for the PSII?	What areas can be identified to strengthen Darrell's skills towards wet completions/ Is he up to the challenge to work a new build? Is there any courses on Jill's training sheet that may help Darrell?	George Gray
26	Mack Parker	Strong leader. Good people skills. Good working rig type issues due to his background.	Marianas. Possible candidate for the PSI or PSII.	Needs to see more completions and stackups at vendor yards. Consider DW Completion Course. Greta opportunity to work with Mike Wise around the WSL Competency Testing.	George Gray
27	Shawn Southworth	Solid WSL. Works well with people Completions exp.	Working on Marianas until rig release. PSI/PSII candidate	Shawn has a deep background in rig operations and wants to stay in GOM for a period of time. Does indicate he would entertain International down the road.	George Gray
28	Don Vidrine	Continue in his role on the Marianas.	Has aspirations around Advisor position in GOM and wishes to move out of a rotation or on a drilling "only" rig and get away from complicated completion work	Need to relay to Don there are no Advisor positions open in GOM. He needs to understand the difference in a Coach and an Advisor position. Possible coach in the WSLf program or land based Advisor role.	George Gray

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29	Earl Lee	Continue in his role on the Bob Palmer	Bob Palmer. When rig goes away he should be considered for Spar Operations or Drilling operations on a MODU	Work on getting better at SOC conversations and people development and see what courses are out there that may help towards getting better at mentoring.	Glenn Nohvitza
30	Steve Malone	Bob Palmer and happy to be there.	Bob Palmer.	Comments around not wanted to work anymore DW projects. Need to understand where this is coming from. If so, we need to look towards Tucker to see if options he identifies is even possible. Mission Control Training- 7 habits by Franklin Covey	Glenn Nohvitza
31	Ernest Tate	Solid WSL. Works well with people. On top of his business	Bob Palmer. DW DxC Operations in the future	Consider Leadership training. Review course sheet from Jill and ascertain if there is something here to help build Ernie.	Glenn Nohvitza
32	Tim Hagler	Currently out due to illness. Longest tenure on Holstein. Works well with everyone including OLM's and production folks	Holstein when ready to return to work. Possible office assignment until back on his feet		Doug Hill
33	Scott Johnson	Driven WSL. Wants to get things done. Promotion to Level G in motion. Very coachable	Holstein. Look at a possible SDE position which could be outside of the GOM. Could be a candidate for a "new build"	Look at Communication and any other Leadership Courses to round him. Engineers can sometimes be overwhelmed by him.	Doug Hill
34	Murry Sepulvado	A WSL anyone would want to have. Saves the company money. Wants to move after this well is done?	Holstein. If he indeed wants to move then, we can look at the Horizon as a possibility	Keith will have a discussion with him @ WSL meetings to see how hard his line is about movement or else comment?	Doug Hill
35	Tim Speirs	Solid WSL. Quiet by nature but, takes care of his business	Holstein. Possible candidate for the PSI or PSII	Need to identify what are some training opportunities to get him DW exp such as DW Drilling and DW Completions schools. Witness some yard stackups to better associate himself with equipment.	Doug Hill
36	Cody Colston	Content on the DDII. Takes care of his business. No interest to work office.	DDII- plan to work as long as health holds out.	360° being conducted and will action out any gaps from the feedback. Work on his mentoring skills	Robert Sanders

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	WSL	Comments	Future	Development	TL
37	Craig Wright	With the DDII/ <i>Atlantis</i> the longest. Improvement seen in his attitude. Seems to enjoy working with our engineers.	DDII. Possible candidate for the DDIII or PSI/PSII	360° being conducted and will action out any gaps from the feedback. Work on his mentoring skills. <i>Has taken</i> Managing Difficult Conversation	Robert Sanders
38	Jack Easterling	Solid WSL. Contractor background Passionate about Safety. Works well with people. Like SS Completions	DDII. Possible candidate for the DDIII or PSI/PSII	360° being conducted and will action out any gaps from the feedback. Work on his mentoring skills. <i>Has attended Presentation Skill Course and should investigate additional courses.</i>	Robert Sanders
39	Walter Guillot	Currently filling in on Holstein. Has delivered top quartile performance on previous rig operations	Holstein. Move back over to DDII until DDIII timing.	Look at the DW Completions course offered and witness in stackups at vendor yards. Travel out to the DDII during its Completion program	Robert Sanders
40	Mickey Fruge	Just moved over to DDII as a development move. Continue building his exp. Strong HSE attitude. Believes in involving his people	DDII. Will move into the 4 spot on DDII when we pull 1 WSL from the current DDII team over to the DDIII	Source additional training that will allow Mickey to accelerate his development. <i>Also give specific projects to Mickey to drive the development</i>	Robert Sanders
41	Richard Speyrer	Solid WSL. Passionate about Safety. Drilling fluids background.	DDII. Indicates he is happy where he is at this time. <i>Indicates retirement maybe 2-3 years away.</i>	360° being conducted and will action out any gaps from the feedback. Work on his mentoring skills. Consider any courses from Jill's training sheet	