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Local Presence*

Moody International Consulting & Training



- Specializes in high risk industries
- One of largest commercial providers of Well Control training
- Train personnel who:
 - Work in labor-intensive jobs
 - Have varying levels of education
 - Are typically a male-dominated workforce, many of whom are younger
 - Work in remote locations



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Moody International Consulting & Training



- Specializes in high risk industries
- Has an extensive customer base
- Train personnel who work in labor intensive jobs
- Annually, conduct workshops for approximately 30,000 people, in 40 countries and 15 languages



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Have you been on a rig and noticed...?



- Alarms turned off, especially when tripping
- Barksdale 4-way valves “centered” on the accumulator
- No pre-recorded slow pump info
- Manifolds not lined up correctly
- Poor handover information
- Stabbing top drive in lieu of safety valve
- No stabbing valves visible on rig floor (IBOPs?)
- Rotary not centered and no concern it's not
- Poor participation in drills (no drills?)



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Which lead to the realization...



“A crew may be knowledgeable and skilled but it’s their **behavior**, that determines the level of risk and safety with regard to well control.”

While personnel *may* know how to:

- Properly function
- Observe
- Monitor
- Record
- Regulate
- Control
- Identify
- Test



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Behavioral Elements

- Insufficient attention to detection parameters
- Lack of communication among rig team members
- Dictatorial leadership of Company Man
- Poor attitudes of crew members
- Minimal documentation of important details and trends (PVT & flow show charts “after” a kick!)



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IADC Identification of KSAs



An Alternative Definition:

Well Control Competency - “Having essential and necessary well control Knowledge, Skill, and **Behavior.**”

- “Knowledge and skill” can be gained through training and verified by audits, tests and formal demonstrations.
- What is “essential and necessary” is determined by company policy, industry focus groups (IADC, IWCF, API) and by regulatory agencies.
- The “behavior” component is the more challenging to have or manage and must be done so by molding the “well control culture” within an organization.



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Workplace Culture



Culture – “the **integrated pattern of behavior** that includes thought, speech, and actions and depends upon the capacity for learning and transmitting knowledge...”

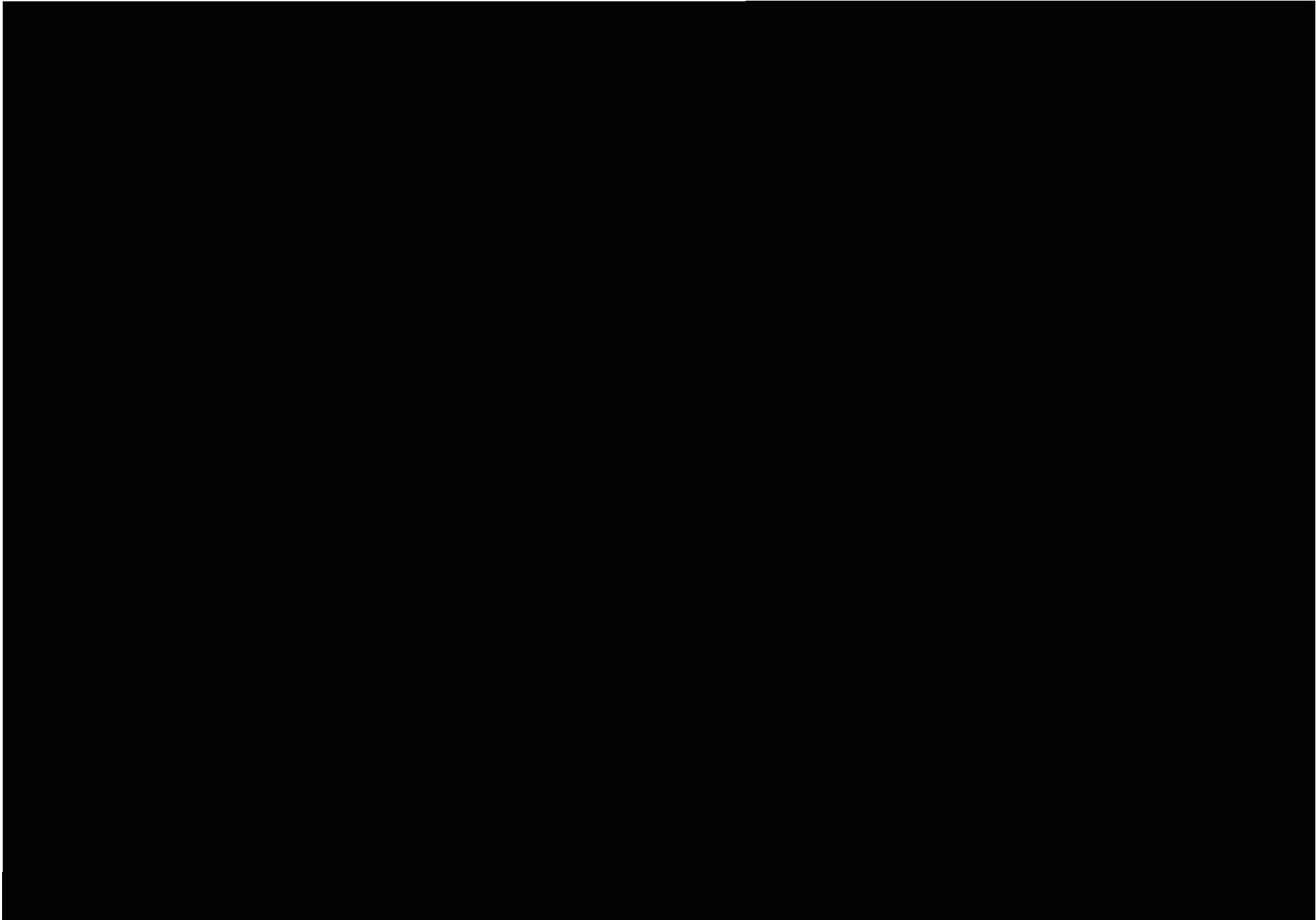
Integrated – **united** into a whole.

All drilling rigs have a safety culture established, it’s the nature of the work environment – “that’s the way we’ve always done it”. This culture can be molded by emphasizing desirable behavior.



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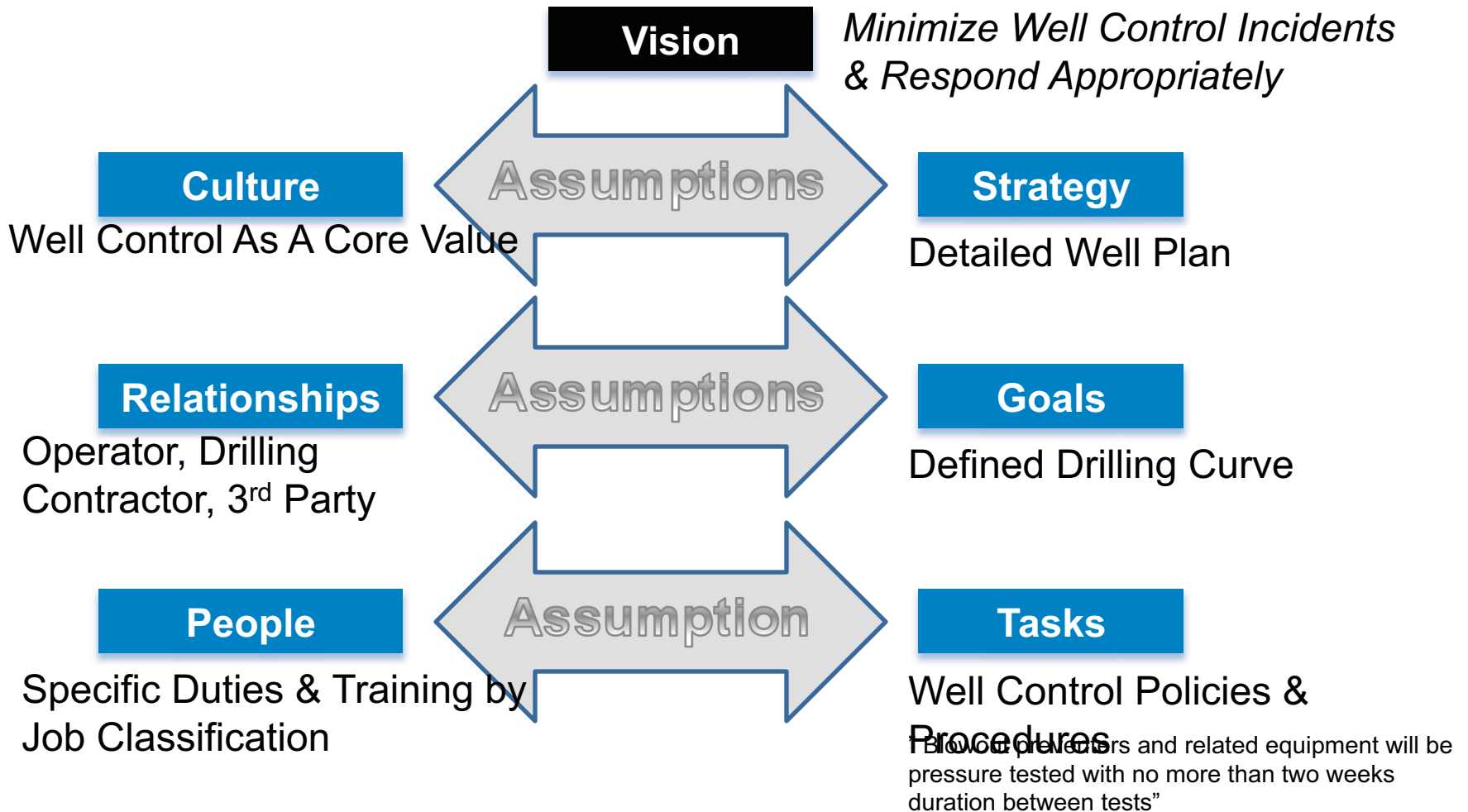


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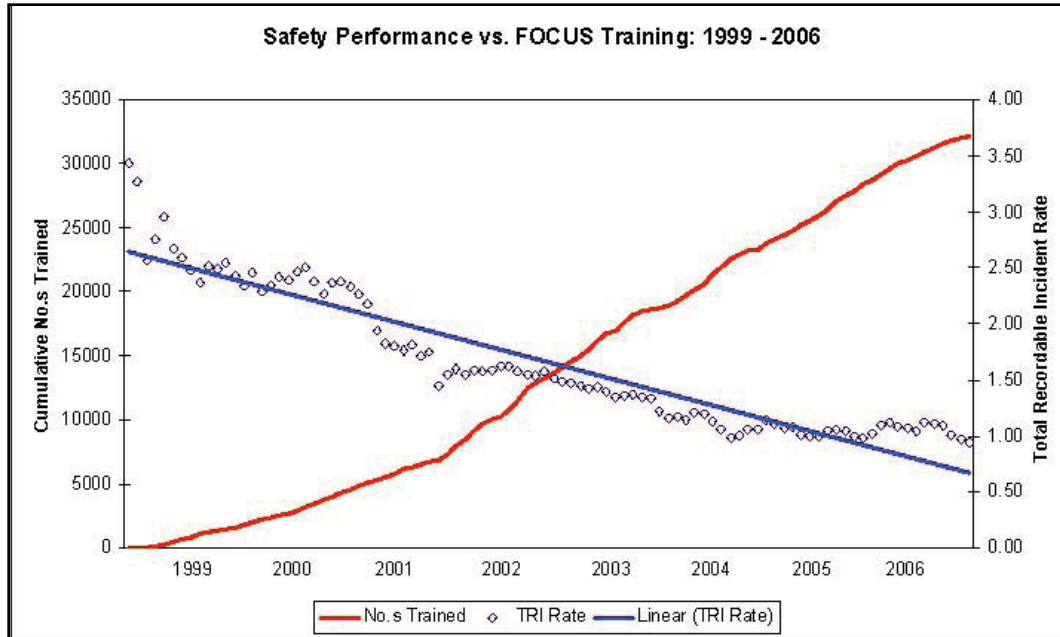
Creating a Culture of Well Control Safety



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Capabilities & Expectations



- ✓ Developed and implemented BBS Initiative for 32,000 people between 1999 – 2007
- ✓ Provided training in 32 countries and 16 languages
- ✓ Cost to GlobalSantaFe exceeded US \$50 million

- All GSF personnel are aware of the importance of safety in the workplace and have been given a tool that allows them to intervene if they believe something is not safe
- GSF has created a culture where personnel can speak to one another about safety matters without fear of reprisal or retribution.
- Clients accept GSF's approach as the preferred behavior-based safety process on drilling units and do not impose their own tools.
- GSF clients and service providers are actively engaged in the process.
- GSF personnel take the intervention and communication skills they have learned on the job into their personal lives.



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Industry

Government

**Equipment /
Engineering**

**Policies /
Legislation**

**Culture
Of
Safety**

People

Building a strong safety culture depends on individuals expecting zero incidents.



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