Technical Session
Building Gen Y To Lead Project

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Topic outline:

• Introduction
• Who is Gen Y?
• Gen Y perspective
• Development approaches
• Achievements
• Recognitions
• Conclusion
Introduction

• In 2015 – 2017, Oil and Gas upstream projects were severely hit by a lower oil prices across the globe.

• Project team reorganization exercise.

• Minimal workforce within the project team organization.

• Majority of workforce are Gen Y (Graduate Engineers from local universities with 0 – 1 year experience).

• Develop the Gen Y to lead project.

• Critical role to progress the projects.

• Maintain safety & integrity, reliability and productivity of the facilities.
Who Is Gen Y?

Gen Y a.k.a Millennial a.k.a Generation Next

Born between: 1982 – 1993

• The most educated generation
• Constantly wanting feedback
• The most empowered
• The most independent
• The most radical and ethnically diverse.

Source: PMI org.
Gen Y Perspective

• Team development
  – Generational conflicts
  – Long term value creation to project organization

• Attitudes and expectations
  – Value and attitudes among other generations
  – Motivational tools, reward and recognition
  – Leadership

• Work perspective
  – Work environment
  – Project type
Development Approaches

- Principle of Project Management
- Mentorship
- Feedback and Recognition
- Flexibility
- Growth
- Wellness and Balance
## Development Approaches (cont’d)

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<tr>
<th>Area</th>
<th>Key Points</th>
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<tr>
<td><strong>Project Management</strong></td>
<td>• Project Cycle (What, When and Why)</td>
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<td>• Compliance and requirements</td>
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<td><strong>Feedback and Recognition</strong></td>
<td>• Track and commenting progress</td>
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<td>• Working with a purpose</td>
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<td><strong>Flexibility</strong></td>
<td>• Provide range of options.</td>
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<td>• Find way to desired results.</td>
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<td><strong>Wellness and Balance</strong></td>
<td>• Lesson from generations past</td>
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<td>• Value an open-minded</td>
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<td><strong>Growth</strong></td>
<td>• Opportunity to continue learning</td>
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<td>• Building skills</td>
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Gen Y in Action

• Opportunities to lead projects.
  – Brownfield projects
  – Shutdown projects
  – Facilities improvement

• Area of interest.
  – Engineering
  – Fabrication yard
  – Offshore assignment

• Continuous guidance
  – Two senior staffs (Total 75 Years experience)

• Risk Assessment
  – Control of Work
  – Safety requirements
Achievements

• Safely and successfully delivered:-
  – FDP projects involving infill drilling interface Facilities
  – Subsea riser

• Meeting KPI
  – Safe man-hours, ZERO LTI
  – Quality
  – Within budget and schedule

• PETRONAS and Petrofac Global recognition
  – Bold Award
  – EVE Award
Recognition from PETRONAS

Mohd Naim Zulkifli won the prestigious Bold Award from PETRONAS for Subsea Riser project
Recognition from Petrofac Global

Ivan Low Wai Mun won the prestigious Petrofac EVE Award for Remote Reset project
Conclusion

• Future leader of the project world.
• Ready to highly contribute to the projects.
  – Communicate requirements and work-load
  – Planning process
  – Roadmaps and methods
• Recognize differences.
  – Adapt new approaches
  – Empowerment
  – Trust