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On the Job Training - A Total Experience

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SUMMARY

The effectiveness of "On the Job Training" periods is well-known. Its constraints, conditions and benefits are described through real examples, by former trainees.
Any senior geoscientist will fully agree with this notion: the natural complexity of the case studies that anyone in the oil industry may have to deal with during his (or her) career cannot be summarized and fully transmitted in a short course. The only way to effectively share such an experience is to deal with real examples, throughout a relatively long period of time. In this way, “On the Job Training” has demonstrated its effectiveness.

However, when it is applied to international training postings, OJT experience is at the crossroads of various influences and constraints:

1. The contractual, logistic and sometimes complex administrative posting procedures
2. The diverse cultural sensitivities, educational backgrounds and methods, and mutual (sometimes mis-) understandings in the mixed work teams.
3. The daily, unexpectedly “bizarre” individual perceptions of the realities, elsewhere known as “the human factor”, which can be also defined as the “field reality”.

Over a period of many years, Total has acquired a broad international experience of multicultural cross-postings. Despite some inherent difficulties, this success story will be lively illustrated through personal experiences and direct comments of some former trainees. They will explain how it has enriched their own knowledge bases and in some cases boosted their careers.