



*Reservoir Solutions the
Industry Trusts*

*Connecting the
Industry's Experts*

*Guiding Careers to
the Next Level*

- Collarini Associates

- Collarini Energy Staffing Inc.

- Collarini Career Management

Volume 8 • Issue 6 • November 2008

Rough Start

The New Year was launched on some rough economic seas, but it is too early to panic. As our country and our industry brace for a year of uncertainty, all we can do is stay informed, prepare as needed, and always project a positive image.

Yes, we have learned of some cutbacks in employment and capital projects, which is a new situation for many young professionals who have joined the industry in the past few years. To help you deal with the anxiety, we offer our guideline on how to face possible cutbacks and how to keep your career momentum on track.

Yes, it might be easy to let corporate morale waver in these uncertain times. But now more than ever it is important for our industry to remain optimistic and to project a positive image by developing a healthy corporate culture. We are going to take a closer look at how to do that in this and future articles.

Have a safe and healthy New Year!

Your Friends at Collarini

Upcoming Events



North American Prospect Expo 2009

**February 5-6, 2008
Houston, Texas**

Come stop by our booth #2745 in the George R. Brown Convention Center.



Society of Exploration Geophysicists
The international society of applied geophysics

2009 GSH/SEG Spring Symposium

**March 4-5, 2009
Houston, Texas**

Join other industry members at this two day symposium of recent innovations and EM acquisition technology.

Employer Tips

Could Your Culture Be The Problem?

The owner of a small company was having dinner with her manager, discussing employee problems.

"They don't work!" complained the manager. "They sit around gossiping and complaining, doing nothing, and yet they expect to collect a paycheck!"

"What do you want to do?" asked the owner. "Fire them," replied the manager.

The owner was silent for several seconds, contemplating what the manager had said. Slowly she responded, "We can't just fire everybody."

The manager looked her squarely in the face, unfazed and unapologetic: "Yes, we can."

Like the young manager in the story above, many leaders erroneously place the blame for poor performance squarely on the shoulders of workers. Blaming workers is an easy answer, but usually the real problem is much deeper than that. The underlying causes of many company problems are not in the management or staff; they are in the social structure and culture. The culture of an organization defines its values, its beliefs, and its behaviors. A strong culture is empowering, promotes shared values, instills trust, focuses on solutions and opportunities, and promotes diversity.

Culture is defined and established from the top down; it becomes operational when executives articulate and publish the values of their firm, and these values then provide the pattern for how employees are expected to behave. Experts in the study of organizational culture tend to use different names when defining each, but there are generally four types of organizational culture: the "macho" culture, the "work hard/play hard" culture, the "bet your company" culture, and the "process" culture.

¹The "macho" culture is characterized by quick feedback and high rewards. The pace can be break-neck at times, but the reward of the action is seen very quickly. From a corporate stand point, this type of organizational culture will be most often associated with really fast financial activities, such as currency trading and brokerage. This tends to be a stressful type of organizational culture that requires a certain mentality to thrive and succeed. The "work hard/play hard" culture usually doesn't take a lot of risks and when they do they receive fast feedback. This is usually observed in very large companies which depend on strong customer service. This type of culture is often characterized by multiple team meetings, specialized jargon, and buzzwords. The "bet your company culture" is characterized by huge decisions made over high stakes endeavors. In this type of culture, the end results of these decisions may not be seen for months or even years. This is usually found in companies involved in experimental projects or searches, such as prospecting for new oil fields. The "process" culture is most often found in organizations where there is actually no feedback. This is rarely a good culture. People working in this environment are usually obsessed with the process of how things are done that they lose focus on what the goal is. Process organizational culture is a synonym for bureaucracy. These cultures can be overly cautious and obsessed with the letter of the law rather than the intent. The only positive argument for this culture is that the consistency of results makes it good for public service."

¹Taken from Organizational Culture 101. www.organizationalculture101.com

Cultures in general are usually referred to as weak or strong; weak is usually associated with "bad" and strong with "good." However, a weak culture in terms of a loosely knit structure can actually benefit an organization that relies heavily on individual thought, contributions, and innovation to grow.

The concept of culture is particularly important when trying to manage organization-wide change. Organizational change must include not only changing structures and processes but also changing the corporate culture. Consequences of a non-defined culture or weak culture can include a lack of motivation in employees, no sense of direction or mission, and a lack of initiative for fear of blame. All of this can mistakenly be identified as a problem with individual workers, when in reality it is a deeper organizational culture issue. If your organization is consistently exhibiting problems in this area, an analysis of your corporate culture is in order. In upcoming newsletters, we will further explore how to determine your current culture and how best to approach changing it if necessary.

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of 16,000 experts. Please call our [placement managers](#) if you are interested in learning more about these professionals, or check out our website for more candidates.

Certified Professional Secretary with a bachelor's degree in English and more than 12 years experience supporting Executives. Exceptional organizational, planning, and communication skills. Responsible for managing executive schedules, dictation, extensive travel arrangements, and appointments. Served as a coordinator of the relocation of corporate headquarters including office layout, furniture and equipment selection, and scheduling the move. Technical knowledge includes Microsoft Office, Peachtree, Word Perfect, OGYSYS, and QuickBooks. Proficient typing and speedwriting. Types 65 wpm. This candidate is available immediately. **Ask for AA1471.**

Geoscience Technician with over 20 years of experience. Excellent time management skills with the ability to work reliably and accurately with the ability to multi-task when under pressure scheduling workloads to meet customer requirements. Able to understand and implement data management and quality management procedures that are essential. Excellent attitude that approaches data quality with skepticism and attention to detail, adopting a systematic, organized, and dedicated methodology to resolving data management non-conformance. Proficient in the use of Microsoft products including PowerPoint, Visio, Project, Frontpage, Outlook, and Internet Explorer) stand-alone or in a network environment. Knowledge in SQL Server, DB2, Visual Basic, and UNIX/Solaris as well. This candidate is available immediately. **Ask for TG501.**

Geoscientist with a degree in geophysical engineering with diverse experience in geology, geophysics, and petrophysics. Solid technical skills using SMT, Petra, Hampson Russell, GeoQuest, and other exploration support software for technical prospect mapping and evaluation. Very broad experience geographically, which includes onshore and offshore Africa, South America, the Gulf of Mexico, Texas and Louisiana Gulf coasts, west Texas, New Mexico, and Alaska. Expertise includes seismic AVO modeling for prospect risk assessment, AVO analysis and synthetic well-tie analysis, quality control of 3-D design, and seismic data processing. **Ask for GG437.**

Certified Professional Landman with a Bachelor's degree and 26 years of experience working for a small independent in Denver. Highly proficient in contract negotiations and due diligence, title work, and lease acquisition. Extensively experienced in management, lease data management, title research and curative, partner relations, producing property management, federal unit operations, and agreement interpretation. Skilled in coordinating, directing, and supervising the sale of multi-million dollar properties. Geographic experience includes Wyoming, Colorado, Utah, New Mexico, Oklahoma, Montana, North Dakota, and Texas. Computer skills include in-house databases and contract management, MS Office, Dwights, and P.I. **Ask for L127.**

Petroleum Engineer and Operations Manager with a bachelor's degree in civil engineering and 38 years of experience in the oil and gas industry working for small to large independents and major E&P companies. Experienced in drilling management, production operations, reservoir management, project engineering and execution, corporate budgeting, and production reporting. Geographic areas worked include Colorado, Texas, Wyoming, New Mexico, Mississippi, Oklahoma, north Louisiana, Arkansas, Michigan, the Gulf of Mexico, and the Gulf coast. Computer skills include MS Office, ARIES, BOLO, Enertia, TOW, Field Direct, and Nodal Analysis. **Ask for P598.**

Drilling Engineer with a bachelor's degree and two years of experience in the oil and gas industry. Experience includes onshore and offshore drilling. Skills include well design, well drilling including cased and directional drilling, well completions, data assemblage, preparing job tickets, troubleshooting field equipment, and production systems design. Geographic areas worked include the Gulf of Mexico, south Texas, and Louisiana. Computer skills include Microsoft Office and Eclipse. **Ask for D450.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and nine years of oil and gas industry related experience working for the Chinese National Offshore Oil Corp. Technical skills include reservoir modeling, reservoir simulation, production forecasting, reserves evaluation, and well test interpretation. Computer skills include ECLIPSE. Geographic areas worked include offshore China. Possesses a master's degree in computer science. Authorized to work in the US without restriction. **Ask for R716.**

Engineering Technician with a bachelor's degree in business administration and over 10 years of oil and gas industry related experience. Expansive financial, technical, and analytical skill sets as well as strategic planning experience. Computer skills for economic evaluation and reserves software include PEEP, ARIES, PHDWin, and VoITS. Other petroleum application experience includes Asset Ownership, TOW, P2000, IHS PI Dwigths, DIMS, and Production Access. Accounting software skills include PeopleSoft, Excalibur, and Enertia. **Ask for TE501.**

Senior Health, Safety, and Environmental Generalist with a bachelor's degree in environmental science and ten years of experience with producing and service companies. Expertise in due diligence, remediation, risk management programs, permit preparation and maintenance, spill prevention control and countermeasures plan, naturally occurring radioactive material assessment, and federal and state regulations (OSHA, MMS, USCG, EPA). Experience includes developing and implementing corporate environmental health and safety standards, preparing compliance documentation for regulatory agencies, developing proper waste handling guidelines, serving as liaison between operations and government agencies, managing plant decommissioning projects, designing and conducting environmental and safety training, coalbed methane water disposal activities, conducting contractor inspections and incident investigations, and assisting in environmental litigation matters. Certifications include NORM Inspector and 24 hour Hazardous Waste Operations and Emergency Response Standard. **Ask for HS432.**

Project Administrator with a master's degree in business administration, a bachelor's degree in petroleum technology, and an extensive, diverse background in the oil and gas industry. Expertise in planning, scheduling, and drilling materials coordination with strong organizational, interpersonal, and computer skills. Strong process development, improvement, and optimization skills. Technical acumen includes SAP/R3, SAP/R3 Materials Management Module, DIMS and OPEN WELLS Drilling Database systems, MS Project, Gulf-Share, iLogistics, and Linux. **Ask for PA288.**

Senior Project Manager with a bachelor's degree in mechanical engineering and extensive experience in design engineering, plant engineering, cost and scheduling, procurement,

contract administration, inspection, construction management, and maintenance in the petroleum and petrochemical industries. Licensed Professional Engineer. **Ask for PM176.**

Senior Supply Chain Manager with a bachelor's degree in business and marketing and extensive global experience in both the upstream and downstream sectors of the oil and gas industry. Expertise in administration of all facets of procurement programs, in both supervisory and staff positions, as well as performing other materials management functions encompassing site shipping, receiving, inventory supervision, logistics coordination, in-shop expediting, and quality assurance and quality control documentation expediting. **Ask for PU271.**

Career Advice

A New Job Market – Tips for Uncertain Times

Our nation's economic anemia has reached the oil and gas industry's employment market. Last week, Schlumberger announced that it will eliminate up to 1,000 jobs in North America. Oil companies are forecasting lower earnings and are hinting at cost reduction measures. Many capital projects will be delayed across the industry until we have some sense of where the economy and commodity prices are going and what that will mean for energy demand. Because of the market volatility, all of us need to be prepared for uncertainty for most of 2009.

The slowdown affects our industry at a time when many of our young workers have no experience dealing with potential job loss. Many young professionals joined the oil and gas industry with high promise and high expectations of ever-increasing promotions and salary increases. To these employees, uncertainty is a new experience. For all of them, as well as for anyone who is experiencing anxiety in these uncertain times, here are some tips on how to react:

1. Don't Panic

The fundamentals of our industry are strong. While the world is abuzz about new energy sources, the largest source of energy still comes from hydrocarbons and will continue to do so for years to come. While our current situation is real, this industry is still a good place to work. You will find it helpful to be aware of employment trends in your area of expertise and align yourself where you see future needs to assure your career path no matter where you work.

2. Talk to your employer

It is important to have an open communication with your supervisor and employee representative. You will be able to assess your situation more knowledgeably to help you avoid frustration and remain positive and focused regarding your career outlook.

3. Stay informed

The Internet is full of information about our industry's activity, about who is doing what in which areas. Read the information carefully and objectively; do not fall prey to biases or opinions, rather seek out factual information. Find company Web sites that interest you and see what they are saying.

4. Keep your resume up to date

This is always good advice, but even more so now. Make sure to include all your project work details to give the resume a little meat.

5. Network

We have talked often about the importance of developing a professional network [elsewhere](#) in our newsletters. This is the right time to come out of your shell if you have worked nose-down for the past few years. There are plenty of networking opportunities both on the Internet and in the real world. The professional organizations related to your field of expertise (SPE, ASME, MTS etc.) are good places to start.

6. Relationship with a recruiter

Start the relationship before you need it. Recruiters are great sources of market information, sometimes about your own company. No recruiter has access to the entire market and it is important to understand exactly how a recruiter can help you. We found [this article](#) in the Wall Street Journal very helpful in explaining a layoff to a recruiter if you have no experience in this area.

All of this is good advice even if you are not affected by these difficult times. And if you are affected, these tips should give you some comfort and guidance.

About Us

Connecting the Industry's Experts...

[Collarini Energy Staffing Inc.](#) is a full-service agency specializing in the placement of energy and EPC personnel and including the disciplines listed below (other supporting personnel are managed upon request):

Accountants and finance personnel
Administrative and clerical personnel
Business analysts
Civil and architectural engineers
Drilling engineers
Drilling operations supervisors
Executives
Geologists, geophysicists, and petrophysicists
Health, safety, and environmental personnel
Human resources personnel
Instrument and electrical engineers
IT professionals

Land, legal, and supporting personnel
Materials and corrosion engineers
Naval architects
Operations supervisors
Pipeline, riser, and subsea engineers
Process engineers
Procurement engineers
Production engineers
Project managers and support personnel
Quality control and inspection personnel
Reservoir engineers
Sales and marketing professionals
Technical writers
Technicians, drafting and graphic
Technicians, engineering and geoscience

Reservoir Solutions the Industry Trusts...

The [Collarini Associates](#) petroleum engineers and geoscientists specialize in evaluating oil and gas reservoirs. Specific projects include integrated field studies, acquisition evaluations, independent reserve appraisals, and exploration and exploitation prospect generation and assessment. Our full divestment services include creation and hosting of electronic and physical data rooms in addition to the technical evaluation. Our teams in

Houston and New Orleans are very experienced and stand ready to help you on projects of any size. Try us!

Guiding Careers to the Next Level...

Collarini Career Management applies its deep understanding of the career paths of technical professionals in the E&P and EPC communities to help companies and professionals build successful organizations and careers. We leverage Collarini's unique combination of industry knowledge and technical expertise to guide companies and individuals during transition, training existing employees for high performance, and designing customized technical training plans for companies and individuals.

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