

NIGERIA

PEOPLE IN ENERGY



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SHELL WORLD MARCH 2018

**“We see gaps in health
as opportunities to
make a difference and
drive innovation.”**

Dr. Akin Fajola
Regional Community
Health Manager

SCiN emerges
**Best in Technology and
Innovation at NIPS**

From UNIBEN CoE to Shell -
**The inspiring story of seven
former interns**

Shell Women's Network
#Pressforprogress on IWD

Team Shell Wins
NOGIG for record third time

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EDITORIAL BOARD

Igo Weli, Chairman
Tunde Adams
Bola 'Salt' Essien-Nelson

EDITOR-IN-CHIEF

Bola 'Salt' Essien-Nelson
bola.essien-nelson@shell.com

EDITOR

Lori Uduje
lori.ekpeh@shell.com

CONTRIBUTORS

Lori Uduje
lori.ekpeh@shell.com
Sylvester Okonji
sylvester.okonji@shell.com
Michael Adande
michael.adande@shell.com
Miracle Alago
miracle.alago@shell.com
Ozoz Sokoh
ozozoma.sokoh@shell.com
Emmanuel Ekpenyong
emmanuel.ekpenyong@shell.com
Abdul-Rahman Buhari
abdul-rahman.buhari@shell.com

WELCOME TO THE MARCH 2018 EDITION OF SHELL WORLD NIGERIA (SWN)!

In this edition, we share why SCiN is truly a force for good – Turn to pages 8 and 9 to read our exclusive interview with the Regional Community Health Manager, Dr Akinwunmi Fajola, and see how SCiN's Community Health programmes, especially the intervention in the North East is impacting lives positively and changing the narrative.

On March 8, 2018, people all over the world celebrated the International Women's Day. Shell Companies in Nigeria (SCiN) were not left out as Shell Women's Network (SWN) backed the #pressforprogress agenda with a celebration event. Read the messages shared by the line-up of powerful speakers and be inspired.

On pages 10 and 11, we celebrate Team Shell's successful outing at the 30-year old Nigerian Oil and Gas Industry Games (NOGIG) for the third time running, with highlights and pictures from the 2018 games.

Did you know silence is not golden? Find out why you can be confident about speaking up on Ethics & Compliance breaches.

I hope you enjoy all the stories we feature in this edition and, as usual, we look forward to hearing from you via lori.ekpeh@shell.com and bola.essien-nelson@shell.com.



Lori Uduje

Editor, Shell World Nigeria
Lori.Ekpeh@shell.com



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SCiN EMERGES BEST IN TECHNOLOGY AND INNOVATION AT NIPS

The in-country Subsea Tree Refurbishment feat by Shell Nigeria Exploration and Production Company (SNEPCo) earned Shell Companies in Nigeria the Best Performing International Company in Technology and Innovation at the awards night of the maiden edition of the Nigeria International Petroleum Summit (NIPS) which held in Abuja on February 20, 2018.

SNEPCo pioneered the in-country feat and achieved significant savings in the cost of the subsea equipment led by Nigerian engineers. On hand to receive the award presented by the Minister of State for Petroleum Resources, Dr. Ibe Kachikwu, were the Country Chair, Shell Companies in Nigeria and Managing Director of The Shell Petroleum Development Company of Nigeria Limited (SPDC), Mr. Osagie Okunbor, and the Managing Director of SNEPCo, Mr. Bayo Ojulari.

Osagie Okunbor described the award as a recognition of the pioneering role of Shell Companies in Nigeria in local capacity development and Nigeria content. **"We are pleased that this feat has continued to receive**



↑ L-R: Honourable Minister of State, Petroleum Resources, Dr. Emmanuel Ibe Kachikwu; SCiN Country Chair/ SPDC MD, Osagie Okunbor; MD SNEPCo, Bayo Ojulari

recognition within and outside Nigeria. Beyond cost consideration, we were also looking to indigenise the know-how so that Nigerian engineers can acquire the necessary skills," he said.

Speaking on the award, Ojulari said, "This is a success story not only for Shell but for Nigeria. The first Subsea Tree under the programme was installed on schedule in May 2015. This was the first of its kind re-using a Subsea Tree fully stripped down and refurbished locally in Nigeria, with all of its original functionality restored.

"The scope of work entailed the retrieval of the Subsea Trees for disassembly, repair and rebuild following procedures developed by

the Original Equipment Manufacturer (OEM) to international standards and codes. The work was done at the OEM/SNEPCo logistics base at Onne in Rivers State with Nigerian engineers and technicians playing key roles. The quick turnaround of these Trees has helped to increase oil production in the Bonga field. The expenditure on this work in Nigeria aligns with the cost of similar Subsea Tree refurbishment in Europe. We have since sustained the in-country refurbishment."

SNEPCo saves about \$6 million for every refurbished Subsea Tree, and this is delivered within 15 months as against 36 months for newly manufactured ones. ■

NIGERIAN TEAM BAGS UPSTREAM IMPACT AWARD FOR SAFETY LEADERSHIP AND ENVIRONMENT



Every year the Upstream Leadership Team recognizes and celebrates teams that are leading the way in improving Shell's Upstream business and moving us to a new level of competitiveness. The awards turn the spotlight on the very best ideas and initiatives.

In 2017, awards were aligned to the Upstream focus areas and were in four categories: Safety Leadership and the Environment; Fit for the Future; Competitive Portfolio and Effective People. The team received 427 nominations, from across 16 countries for all the award categories with team Nigeria bagging the Upstream award for Safety Leadership and Environment in recognition of the Safety Leadership journey in Nigeria.

The Safety Leadership Journey in Shell Companies in Nigeria begun as a step to address behavioural issues such as risk normalization, dilemmas, discipline, freedom to speak, care, among others following investigations after the tragic Oloma pipeline incident which occurred in 2016.

The Production Leadership Team established a Project Management Office and created 48 "family" units comprised of about 1,200 Shell and Contractors' frontline leaders and more than 9,000 family members across all its operational areas.

In celebrating the team, Andy Brown, Upstream Director said, "Your determination to shift to behaviours that are in line with Upstream's Safety Leadership mindset is making a world of difference in Nigeria and certainly on our journey towards Goal Zero. The 48 family units across all operational areas add up to an impressive reach in care and commitment which is leading to spectacular achievements: closing the divide between staff and contractors, while improving peer-to-peer interventions and leadership authenticity through engagement". ■





SHELL WOMEN'S NETWORK #PRESSFORPROGRESS ON INTERNATIONAL WOMEN'S DAY

On March 8, every year women around the globe come together to celebrate the International Women's Day. The day which is set aside to celebrate the social, economic, cultural and political achievement of women also marks a call of action for accelerating gender parity.

March 8, 2018, was no different as people around the world celebrated and advocated for women and girl's rights. Shell Women's Network Nigeria was not left out, as the IWD was celebrated in grand style across Shell locations with visible senior leadership presence and support. The event kicked off with a welcome speech by Ronke Hunponu-Wusu, the SWN Lagos Lead, representing the National Coordinator, Olufunto Annam.

The lineup of speakers and panelists included women and men who have recorded remarkable achievements in their various fields. The keynote speakers were Dr Amy Jadesimi, Managing Director of LADOL and Yemi Keri, co-founder of Rising Tide Africa and one of the foremost Women in Technology in Nigeria with over

21 years' experience in the public and private sector. Panelists included Ada Osakwe, Founder and Chief Executive of Agrolay Ventures; Captain Mercy Odushola Eghonghon, Airline Captain on the Embraer Jet and the first female chief pilot in Nigeria and Matthias Akhiden, Well Engineering Manager, SPDC, who represented the menfolk and provided a refreshingly diverse perspective.

Kicking off the celebration event, The Country Chair, Shell Companies in Nigeria, Osagie Okunbor, in his opening remarks, shared the strides taken by Shell Companies in Nigeria to promote gender balance and women advancement at all levels. In his words "The current challenge is ensuring that there are no impediments to female staff making it all the way to the top"

Jessica Uhl, Chief Financial Officer, Shell Group, in her video message charged women to "Invest in themselves, take on the challenge, stay in the game, create the opportunity for themselves and make the choices that are right for them".

Dr Amy Jadesimi, shared that characteristics necessary to achieving gender parity goals are embedded in the DNA of the oil industry. Therefore, we are equipped and set to lead the mission. Yemi Keri, charged women to be bolder and stressed that gender inequality and imbalance is sometimes born out of how women portray themselves. Mathias Akhiden, applauded women for pioneering the idea of pressing for progress but emphasised that progress is needed for both genders.

One of the high points of the day was the Spoken Word rendition by the media personality/poet and journalist, Miss Wana Udoabang; who through her poem, "I want to be a star", inspired women to keeping pressing for progress.

The VP Nigeria and Gabon, Peter Costello, closed the event with a call to all to put an ambitious mark in the sand. He finished off his call with a poem that captured the essence of the celebration. His charge to women – "Smash the walls down, go for it" ■



SCiN, IMPROVING LIVES THROUGH COMMUNITY HEALTH. "WE SEE GAPS IN HEALTH AS OPPORTUNITIES TO MAKE A DIFFERENCE AND DRIVE INNOVATION." – **DR AKIN FAJOLA, REGIONAL COMMUNITY HEALTH MANAGER**

At Shell Companies in Nigeria (SCiN), Health is a Social Investment theme and this is why the Shell Petroleum Development Company of Nigeria Limited Joint Venture (SPDC JV) has been partnering with the Federal and State Governments of Nigeria, host communities, international organisations and civil society to support health care delivery in the Niger Delta since the 1980s. Shell Nigeria Exploration and Production Company ((SNEPCo) another SCiN company has not been left out as it continues to deliver high impact health interventions and programmes across Nigeria to improve the lives of vulnerable and at-risk members of the society. In this exclusive interview with Dr. Akinwumi Fajola, Regional Community Health Manager, Shell Companies in Nigeria (SCiN), Lori Uduje finds out more about the organisation’s health intervention programmes.

Dr. Fajola, let’s start off by learning a little about you.

I graduated in Medicine and Surgery over two decades ago and completed my specialisation in Public Health Medicine with my focus being Epidemiology and Health Systems. I joined SPDC 11 years ago as Public Health Adviser (East). Prior to coming here, I had worked in the Academia and as the Country Lead of an international Non-Governmental Organisation. I also had a Consulting stint with the World Health Organisation. I presently manage the Regional Community Health team in SCiN where I work with a team of passionate and committed individuals.

What exactly does the SCiN Community Health Team do?

Community Health is one of the three components of Shell Health in SCiN. The Shell Community Health team delivers a bouquet of sustainable health programmes for SCiN in the Niger Delta and nationally. There is the Community Health Insurance Scheme (CHIS) piloted at Obio Cottage Hospital in Port Harcourt which covers 95% of community health care needs for the people and, now has over 50,000 enrollees.

This has now been replicated in 3 other communities. We use the Public Private People partnership approach to support accessible, affordable, qualitative health care to people. I must say our Shell GMoU model was also a catalyst in starting this programme. You also have our signature Health-In-Motion (HIM) initiative. This is our mobile health outreach programme which takes free medical services to the doorsteps of people in hard to reach areas. Our External Relations, Asset Hubs and Project teams have



↑ Dr Akinwumi Fajola

made good use of this specific product to deliver for our bottom line. The Oloibiri Health programme is another new initiative which is making health care more accessible in Bayelsa State by strengthening health capacity and systems. The focus being health and not just illness and addressing its social determinants. We recently upgraded the Kolo General Hospital in the Ogbia Local Government Area and plan to do the same thing at Oloibiri and other Health for Life centres. The above are on the SPDC JV side. SNEPCo is not left out with the Cancer Care Project it is implementing at the National Hospital Abuja and the Iyi-Enu Health Project which saw over 2200 patients benefitting from mammography screening and the set-up of a renal dialysis unit. I must not forget the support the organisation continues to provide to Internally Displaced Persons in the North East. So, in a nutshell, this is what we do; we engage in activities that often enable the business, foster goodwill and improve stakeholder relationships.

Talking about IDPs. In 2016, staff contributed to the North-East Disaster Relief Programme, what impact has this donation had?

The North-East Disaster Relief Intervention has yielded tremendous impact. The objective of this intervention was to provide healthcare, food,

water, sanitation, livelihood support, education and shelter materials to Internal Displaced Persons (IDPs) in newly liberated areas in Dikwa Local Government Area of Borno State. This relief effort is being led by two implementing partners, Family Health International (FHI360) and Mercy Corps, who are working with the SCiN Community Health and External Relations teams to implement these relief interventions. By the end of April this year, about 400 shelters would have been built for IDPs. Solar-powered boreholes and tanks have been put in place to restore water supply to the area. Seedlings have been given to families/farmers and crops have been harvested by about 180 of 375 farmers benefitting from the programme. In all, over 23,000 persons have benefitted from free healthcare services at the Shell-supported health care centre in Dikwa LGA. In addition, we have reviewed and delivered the Shell Resilience Modules to both the partnering NGOs and IDPs. FHI360 has now completed 12 resilience modules, and translated two of the modules to Kanuri language to improve understanding and acceptance. A number of the vulnerable, especially women who have undergone physical and emotional abuse, also receive counselling services and vocational training in the ‘safe spaces’.

Wow, I feel so proud to work for an organisation that is truly being a force for good in the society. This could not all have been easy. Did you face any challenges delivering these interventions in the IDP camps?

Indeed, we have faced a number of challenges. Firstly, there was a bomb blast at one of the IDP camps in Dikwa which led to loss of lives and injury, although no staff of our partnering NGO was affected by the incident, the SCiN-supported health facility had to swing into action save lives and stabilize and transfer the



↑ An environmental health Officer sensitizing community members on cholera prevention and response during the Cholera outbreak in Dikwa

injured. We are also dealing with increased population of IDPs due to secondary displacement, this stretches the available services, resources and personnel but amid all of this, we also see the IDPs demonstrating so much love, sometimes, accepting more families into their shelters even with the little space they have. Another hinderance we face is with the restrictions on items like fertilizers and metals which we need for the construction of boreholes but can obviously be misused.

What has been one of your key high points to date?

In the last few years we deployed renewable solutions; solar and wind energy, in a few of our supported health facilities. The low cost- high impact solutions have provided benefits such as uninterrupted power supply, reduced noise/smoke pollution and generator diesel costs. It has also enabled the facilities focus on core health service provision. Not only did I become a renewable energy advocate thanks to this initiative but in November 2017, it earned SCiN the SERA award in the Best Company in Sustainability Innovation in Africa category. That was a very rewarding moment and the indirect benefits to our people and communities are immense. Take pregnant women for example, they now have access to proper

↓ Newly constructed safe-place



health facility care at night due to uninterrupted power and are therefore able to deliver their babies safely. In time past, they may have stayed home or visited traditional attendants, with its attendant complications. These simple net benefits are some of the contributions of SCiN to health in our communities.

Thank you so much Dr. Fajola for your time. As we close, any final words for us all?

The Community Health team sees gaps in health as opportunities to make a difference and drive innovation through strategic health interventions. It is not always easy but I firmly believe that making a difference is not always about ‘Resources’ but about ‘Resourcefulness’! Many times, we just need to leave our comfort zones and leverage on the opportunities in our environment. We must consistently challenge ourselves, jump and touch the sky, if you can’t reach it, at least your feet would have left the ground. ■



TEAM SHELL WINS NIGERIA OIL AND GAS INDUSTRY GAMES FOR RECORD THIRD TIME

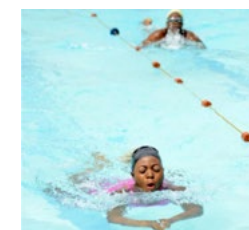
For the third time running, Team Shell won the Nigeria Oil and Gas Industry Games (NOGIG), posting a commanding victory streak in the history of the 30-year old triennial competition. At the end of the week-long NOGIG 2018 which held in Lagos from February 18-24, Team Shell topped the medal table with 11 gold, 11 silver and eight bronze, leaving the Nigerian National Petroleum Corporation (NNPC) and ExxonMobil in second and third places respectively.

"Team Shell's record win is well-deserved," said Osagie Okunbor, Managing Director, Shell Petroleum Development Company of Nigeria (SPDC) Ltd and Country Chair, Shell Companies in Nigeria, while reflecting on the performance of the contingent. "The games present a good opportunity for all of us in the oil and gas industry in Nigeria to be physically active and network in an atmosphere of healthy rivalry, and we wish to commend Team Shell for the hard work and commitment which have earned them a top place at the medal table for three consecutive years."

This year, 12 companies competed in football, squash, table tennis, lawn tennis, scrabble, chess, snooker, swimming, golf, basketball, 100 metres dash and 4x100 metres relay. The games came to a climax at the Teslim Balogun Stadium, Surulere, Lagos with the finals of a football match, 100 metres sprint (men/women), 200 metres sprints (men/women) and 4x100 metres relay.

The NOGIG which is in its 17th edition began in 1986 as a squash tournament in Eket, Akwa Ibom State. The 18th edition of the games is expected to hold in 2020. ■

NOGIG IN PICTURES



SILENCE IS NOT GOLDEN

Sylvester Okonji—Compliance Officer

Finding the confidence to report wrong behaviour isn't always easy. It's normal to have doubts about speaking up. However, all of us have a responsibility to speak up if we see something that is not in line with Shell's core values—Honesty, Integrity and Respect or breaches our Code of Conduct.

Not speaking up early prevents us from detecting early any potential or actual violation of our Code of Conduct and avoiding incidents in the future.

How do you know whether it's worth speaking up or not?

1. You hear something you think is unacceptable
2. You come across something you think is not right
3. You recognize something as not being in line with our code of conduct

Remember: A company is as ethical as the people who work for it. Your reputation and the Company's can suffer if our Code of Conduct is violated. Remember, if something doesn't feel right, it probably isn't. That's when it's critical to speak up. **Make the right choice!**

How do you report an Ethics & Compliance breach?

Any concern about inappropriate, unethical or illegal behaviour must be reported through the correct channels and all substantiated incidents will be dealt with appropriately.

- The Helpline is available for all employees and contractors to report any concerns or seek advice on legal, ethical or compliance issues.

- You can reach the helpline via 21245 (SPDC Extension) or +2348070221245

- You can remain anonymous if you wish. The helpline is hosted by a third party with broad language capability and is available 24 hours a day, 365 days a year.

Why you can be confident about Speaking Up?

- Speaking up is always the right thing to do. Retaliation will not be tolerated. If you speak up and raise a genuine concern you will be protected against retaliation. Phone numbers or email addresses cannot be traced back to you. A reported concern is treated as strictly confidential from the moment you report it.
- Code of Conduct violations do have consequences. All employees and contractors who breach the Code of Conduct, regardless of their job grade, will be disciplined. Consequences can include disciplinary action up to and including termination of employment.
- If someone is reported in good faith, but is found to have done nothing wrong, you can also be confident that no action will be taken and those who do speak up will still remain anonymous. So, Speaking Up is always the right thing to do and only substantiated claims will result in negative consequences for those individuals who do act inappropriately. ■

Doing the right thing is always right. Make the right choice today. Speak Up!

WINNING WAYS OF WORKING COMMERCIAL ACUMEN CAMPAIGN KICKS OFF IN SCiN

The Winning Ways of Working Commercial Acumen Campaign kicked off on February 1, 2018 in Shell Companies in Nigeria. The campaign offered a great opportunity for teams to refresh their thinking, adopt a sharp commercial mindset and be more conscious of how value is created or lost.

The Campaign which challenged staff to Be Curious, Be Bold and Business Smart ended on a high note with Winning Ways of Working ambassadors holding huddle sessions with their teams to further embed the Commercial Acumen message and a Know-Your-Business Session which created more awareness about this winning behaviour. ■



**Be Curious, Be Bold, Be Business Smart,
Be Fit for the Future!**

Still wondering what Commercial Acumen is all about? Here's all you need to know about this winning behaviour?

- Commercial Acumen is the ability to understand how the business makes money (delivers value), to understand how our individual choices positively or negatively impact this value, and to make decisions based on that knowledge.
- People with a commercial mindset relentlessly:
 - Create, defend or protect sustainable value in deals and operations
 - See the total picture (balancing short and long terms goals)
 - Take well calculated risks
 - Understand how we can generate more while spending the same or less
- Having a commercial mindset does not benefit only SCiN, it also comes with benefits for you e.g the way you manage your personal finances.
- Commercial Acumen is not just about money, it's about value – Sure money is the most straightforward way to think about value. Perhaps because it is easiest to measure. But we tend to think more broadly about it in Shell, since there are other sources of value e.g. there is value in maintaining strong relationships with our contractors; there is value in maintaining a culture of strong ethics and compliance standards to preserve our brand; and of course, there's value in keeping safety first!
- Commercial Acumen is important to everyone—Some people think this winning behaviour is only required for people who work in the Finance or Commercial teams.
- You don't need a Master's in Business Administration to understand Commercial Acumen—An MBA might help but there is a much easier and less expensive way to start building your commercial acumen. It's all about 3 behaviours—Be curious, be bold and be business smart.
- Three questions you must always ask:
 - How does the business make money?
 - Are we adding to or eroding value?
 - How can we make better decisions?

FROM INTERNS TO SHELL STAFF—SEVEN GRADUATES OF THE NNPC/SHELL CoE UNIBEN TELL THEIR STORY

Seven interns of the NNPC/Shell Centre of Excellence in Geosciences and Petroleum Engineering at the University of Benin, have crossed the proverbial recruitment hurdle, and moved from being interns to staff of the Shell Petroleum Development Company (SPDC).

For Victor Jaja, Jude Imorame, Kelly Umeogu and Joan Aburime, it was almost a case of walking out from the internship and walking into the Shell Graduate Programme, as they were employed in the same year, shortly after completing their internship. Segun Adomokhai, Obobi Onwuka, and Tubosun Aderibigbe joined within 24 months of completing the internship.

Jude is now an Associate Petrophysicist; Joan a Trainee Petrophysicist; Kelly a Trainee Geologist Stratigrapher; Victor an Associate Production Technologist, Tubosun a Reservoir Engineer; Segun a Process Engineer and Obobi an Exploration Geoscientist.

The NNPC/Shell University of Benin Centre of Excellence which was established in 2012, with the aim of bridging the industry-academia gap, has a critical role to play in producing “ready for industry” graduates. To achieve this lofty ambition, the Centre goes all out in search of the best talents. As part of the selection criteria, applicants to the Centre are required to obtain a minimum of 4.0 Cumulative Grade Point Average (CGPA) on a 5.0 scale, preparatory to the two stage interview.

“Personally, I think the training at the Centre is first-class and I’m not exaggerating” says Tubosun, who joined the CoE in 2014. “SPDC’s contribution to this area isn’t just to tick the box, as the Centre has consistently produced some of the best young professionals in Geosciences and Petroleum Engineering since its inception, with graduates working across the oil and gas industry and the academia”.

“The programme is so robust and relevant for graduates seeking a career in the oil and gas industry”, added Segun. “Any graduate from the Centre of Excellence (CoE) can actually take up any subsurface role, because of the in-depth teachings and trainings in the different subsurface functions, from Geology to Geophysics, and Petroleum Engineering.”

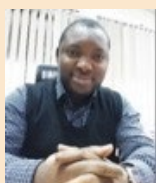
Training at the NNPC/Shell Centre of Excellence is quite intensive for the class of about 15 students that the CoE admits annually, but the former students all agree that it is indeed worthwhile. The schedule usually sees students spending a full year for classroom and field activities, and an additional six months as interns with IOCs and other companies in the oil and gas industry, that partner with the CoE.

The SPDC JV takes eight students from the CoE as interns annually and integrates them into the actual operations of the company under the supervision of very experienced staff, who function as supervisors, discipline coaches and mentors. The Interns have the opportunity to work and learn with industry-relevant software, build competencies, and help provide solutions to business challenges.

On how helpful the internship programme is, Victor says it equipped him with the basic skills and tools required for a successful career. “The internship experience accords students the opportunity to hone their subsurface integration skills”, affirmed Obobi and the result of this- “When I joined Shell as a graduate hire, I felt like an old hand at working with technical data”, said Kelly, the Lady Stratigrapher.

The former interns moved into staff positions in Shell by successfully going through the Shell Graduate Programme recruitment process.

Their advice for present and intending interns in Shell Companies in Nigeria? It was almost a chorus answer. “Learn as much as you can”, said Joan, the Trainee Petrophysicist. “Take advantage of the platform to expand your network”, re-echoed Jude. ■



Jude Imorame



Joan Aburime



Victor Jaja



Segun Adomokhai



Kelly Umeogu



Obobi Onwuka



Olatubosun Aderibigbe



SNEPCo SPONSORS THE 2018 LAGOS INTERNATIONAL POLO TOURNAMENT

The Shell Nigeria Exploration and Production Company (SNEPCo) provided GOLD sponsorship for the 2018 Lagos International Polo Tournament which held from February 14 – 25, 2018, at the Lagos Polo Club, Lagos. The annual tournament touted as the biggest and most glamorous in West Africa, showcased some of the most renowned indigenous as well as international polo team players with representations from Argentina and South Africa.

The teams competed in four main cups, namely: Silver Cup, Open, Low and the Majekodunmi Cup in addition to four select Cups which are the Oba of Lagos Cup, Italian Ambassador's Cup, Chagoury Bowl and Churchward Plate. The tournament did not disappoint on the promise of sophistication and uncompromised style that have become synonymous with the annual event, as spectators witnessed world class polo, super-fast horses and thrilling musical performances by guest artistes.

The event which was well attended provided SNEPCo a platform for brand visibility. In attendance at the closing ceremony were the Country Chair, Shell Companies in Nigeria, Osagie Okunbor; Finance Manager Nigeria & Gabon; Guy Janssens; GM Nigeria Operated Projects, Toyin Olagunju and Managing Director, SNG, Ed Ubong, who witnessed the Lagos Access Fifth Chukker clinch the prestigious Majekodunmi Cup. ■



↑ L-R: Managing Director, Shell Petroleum Development Company and Country Chair, Shell Companies in Nigeria, Osagie Okunbor; Managing Director, Guarantee Trust Bank, Segun Agbaje; and President, Lagos Polo Club, Adetokunbo Laoye, at the finals of the Lagos International Polo Tournament



↑ L-R: Managing Director, Shell Nigeria Gas, Ed Ubong; Finance Director, Shell Nigeria and Gabon, Guy Janssens; President, Lagos Polo Club, Adetokunbo Laoye; UK Deputy High Commissioner, Laure Beaufils; and Managing Director, Shell Petroleum Development Company and Country Chair, Shell Companies in Nigeria, Osagie Okunbor



EMPOWERING LOCAL BUSINESSES

NORBERT CHUKWUMAH, MANAGING DIRECTOR, NMT SPEAKS ON SNEPCo'S SUPPORT TO HIS COMPANY

At Shell Companies in Nigeria, Local Content is not just a regulatory requirement but a business enabler. The use of locally manufactured goods and Nigerian service companies creates jobs in the communities in which we operate.

SCiN also supports capacity building for indigenous companies to improve the supply chain, one of such companies is Nigeria Machine Tools Limited (NMT). The Managing Director, Norbert Chukwumah who is also part of the SCiN Authentic Voices tells us how SCiN's support has helped his company acquire the required certification to supply stud bolts and nuts and flanges for the oil and gas industry in Nigeria.

"In 2014, SNEPCo worked with Nigeria Machine Tools to achieve our ISO certification from Bureau

Veritas, two years later, SNEPCo approved Nigeria Machine Tools as an Original Equipment Manufacturer to produce stud bolts for utilization in the broad spectrum of Shell's activities in Nigeria", said Norbert.

SNEPCo's support to NMT was a fallout of the Shell/UKTI business networking forum to promote trade, business collaboration, partnership and knowledge transfer between Nigerian companies and UK companies.

Today, NMT is the leading manufacturer of machine tools machine accessories, mechanical spares and after sales support provider in West Africa. The company currently manufactures industrial spare parts, equipment and fittings for companies in the Energy & Power, Defense, Agriculture, Iron & Steel

and Oil & Gas industries. In addition to this, it also owns a factory on a 110-hectare industrial site in Osogbo town in Osun State.

According to Norbert Chukwumah, SNEPCo further worked with the company in 2017 to strengthen its services to the oil and gas sector. "In 2017 again, SNEPCo worked with NMT to achieve the laudable target of NMT becoming a producer of acceptable flanges. This has opened a whole range of opportunities, running across the entire oil and gas industry", he added.

Norbert Chukwumah currently speaks out to share his story with others as part of the SCiN Authentic Voices Initiative to learn more about his story, visit the SCiN Authentic Voices webpage on www.shell.com.ng ■

MEET PEARL ENEH—THE FIRST AFRICAN TO REPRESENT SHELL AS A BUSINESS MENTOR IN THE ESN

Pearl Eneh, Head, Shipping & Export, Shell Companies in Nigeria took a bold step out of her comfort zone when she applied for a volunteer role as a Business Mentor for the Earth Skills Network (ESN) programme of Project Better World (PBW), a programme co-managed by Shell, Earthwatch, United Nations Educational, Scientific and Cultural Organisation (UNESCO) and International Union for Conservation of Nature and Natural Resources (IUCN).

Driven by a passion to contribute directly to Shell's Sustainability goals and make an impact in an area which has a potential to disrupt our industry, she went through a very competitive selection process and became the first African to mentor Protected Area Managers from the same country. This is the first time a Nigerian Protected area will be selected in the nine years the programme has existed in Shell.

Pearl's journey began with a Mentors Development Course (MDC) at the Shell Corporate Head Office in The Hague, Netherlands in August 2017, where she was trained alongside five other Shell business mentors in preparation for transfer of skills and learning to Protected Area Managers in South Africa's Lajuma Research Centre at the northern Soutpansberg mountain later in the year. The MDC in The Hague helped the business mentors to familiarise themselves with the UNESCO/Shell Business Planning Toolkit.

For Pearl, 10 days on the mountaintop, was an experience of a lifetime. During the Residential Training Programme (RTP) in South Africa in November 2017, Pearl and other mentors



↑ Pearl Eneh (second left) with other Shell mentors and Earthwatch facilitators at the mountaintop in South Africa

delivered training on all the 11-Step processes of developing a business plan for the World Heritage sites ranging from Operations, HR, Stakeholder Management, Risk Management, Financial Planning amongst others. Each mentor worked with three managers from a Protected Area, to find solutions to their business challenges.

Beyond the residential training, business mentors will continue to have virtual mentoring sessions with the Protected Area managers for 12 months, to provide feedback, monitor progress made by the Managers to improve their Business Planning and review status of action plans developed during the RTP.

Pearl encourages other Shell staff to share this experience by signing up for the ESN and other PBW programmes. While other PBW programmes are open to permanent Shell employees with a minimum of two years' service, the ESN is for individuals who are on job groups 1-3 with relevant business experience, sufficient skills and experience in business management i.e. strategy, finance, commercial, marketing or business operations. "The ESN is definitely a worthwhile experience as it has sharpened my professional competencies and provided a unique leadership development opportunity", she said.

The ESN is an exciting skills transfer programme which brings together experienced corporate business mentors with managers from Protected Areas. The ESN came into existence in 2009. ■



↑ Pearl (middle) with her Nigerian mentees

SCiN'S SOCIAL INVESTMENT PROGRAMMES—EMMANUEL EKPENYONG, SOCIAL INVESTMENT MANAGER

One area companies in the Energy sector can impact society positively is through the delivery of social investment projects, also called corporate social responsibility projects.

Social investment projects are particularly powerful in conveying positives about companies operating in a developing country like Nigeria. This is so because of the challenge of development that we have in our nation, and any organisation who is a serious contributor towards solving this challenge is really appreciated.

We have great social investment programmes we have delivered as a company over the last few years. Just in case you are not aware of our great social investment story, I'd like to highlight five of my favorite social investment programmes you can share with your network:

For more on SCiN's Social Investment programmes visit:

<https://www.shell.com.ng/media/nigeria-reports-and-publications-briefing-notes/social-investment.html>



Cradle-to-Career (C2C) Scholarship

The C2C scholarship programme launched in 2010 to enable children from rural communities attend some of the country's leading secondary schools. The programme has in eight years trained over 480 students.



Shell LiveWIRE

Livewire is Shell's flagship youth enterprise development programme that provides training and finance to young people between the ages of 18-35 to start their own businesses. To date, the LiveWIRE programme has trained over 6,550 Niger Delta youths in enterprise development and management, and provided business startup grants for over 3,313.



Port Harcourt Library

The N1.03billion Port Harcourt Library is one of the N2billion social investment projects Shell exclusively sponsored in the Niger Delta to mark Nigeria's centenary anniversary library.



NNPC-Shell Cup

The NNPC-Shell Cup create a platform for the discovery of teenage football talent from Nigerian secondary schools and help these talents achieve their goals while focusing on their academics. Participants at the NNPC-Shell Cup have represented Nigeria across age-grade tournaments and become the bright spots in football clubs across Nigeria and globally. More recently, the SPDC JV has partnered with Feyenoord football academy and University of Sussex.



Shell Eco-marathon

Shell Eco-marathon challenges student teams around the world to design, build, test and drive ultra-energy-efficient vehicles. The SPDC JV has provided support to enable Federal University of Petroleum Resources Effurun, Ahmadu Bello University Zaria, University of Benin and University of Lagos participate at Eco-marathon events in Europe and South Africa.



SPDC JV HOSTS ELDERLY PERSONS IN LAND EAST HUB COMMUNITIES

The Shell Petroleum Development Company of Nigeria Limited Joint Venture (SPDC JV) hosted 120 elderly persons at an interactive New Year social gathering on January 24, 2018. The event which was designed to reach out to stakeholders and build stronger relationships with host communities brought together elderly persons, members of the traditional council and traditional rulers from communities in the Land East Hub.



In his welcome address, Asset Manager Land East Hub, Sam Ezugworie emphasised that the engagement of the elderly from host communities was to re-echo SPDC's deep-seated focus to our core value of respect for all stakeholders, and our desire to carry all stakeholder groups along in our interactions. He said the company recognises that listening, respecting, and learning from our stakeholders would enhance the value of the business. He added that, SPDC will sustain this engagement with the elderly.

GM External Relations, Igo Weli, in his remarks, praised the initiative and expressed satisfaction at the large turnout of elderly persons. He reminded the attendees of the importance of elders and noted that the purpose of the gathering was not to discuss issues which facilitate SPDC's Freedom to Operate (FTO) or solicit help to curb the blocking of SPDC's gates by aggrieved persons but rather to show appreciation and respect to the elderly and the paramount rulers as custodians of the communities' heritage. He re-emphasised SPDC's unwavering commitment to its stakeholders and willingness to work with them for the mutual benefit of all.

Responding on behalf of the elderly, Mrs Augusta Chinda who represented the elderly women, thanked SPDC for organising the event, she noted that the inclusion of women as key stakeholders has reset the conversation in communities, as more people now see the company as being open, inclusive and transparent in its interaction with communities.

The high point of the event was a brain teaser which focused on current affairs questions from the 1960s and environmental awareness. At the end of the session, 15 persons including Paramount Rulers emerged winners and were given prizes.



Speaking on behalf of paramount rulers, the Paramount Ruler of Oginigba HRH Eze Ambassador GB Odum, expressed appreciation to SPDC for putting together a colourful social event for the host communities. He appealed to SPDC to organise such get-together sessions to create more avenues for relationship building.

Participants also received free medical care and were handed souvenirs by the GM External Relations and Asset Manager Land East Hub.





The Centre of Excellence (CoE) in Marine Engineering and Offshore Technology established by the Shell Petroleum Development Company of Nigeria Ltd (SPDC)-operated joint venture at the Rivers State University (RST) is set to open its doors to the pioneer students who are currently being screened in preparation for commencement of studies in April.

"We continue to thank NNPC and SPDC for being part of our success story at the university," RST Vice Chancellor, Professor Blessing Didia, said at the start of the admission interviews. "We are very happy that the centre has taken off, and we congratulate NNPC, SPDC and the other joint venture partners for what they have done for the university."

Also speaking, the Head of University Relations, SPDC, Professor Edmond Allison-Oguru, expressed the hope that the Centre of Excellence would bring the much-needed improvement in marine engineering and offshore technology in the Niger Delta.

The CoE in Marine Engineering and Offshore, the first in Nigeria, will run 18-month Master's and Diploma programmes, covering classroom lectures, practical sessions, term project modules and a six-month internship in the oil and gas industry. The multi-million-naira facility was inaugurated in June 2017, during which SPDC Managing

Director and Country Chair, Shell Companies in Nigeria, Osagie Okunbor, pledged that it would produce industry-ready Master's degree graduates to further advancements in Nigeria's offshore technology sector.

The SPDC JV had earlier established a CoE in Petroleum Engineering and Geosciences at the University of Benin, and endowed six professorial chairs in Nigerian universities as part of the support for the academia.

In 2016, a Chair in Light Weight Automobile Engine Development was established at the Federal University of Petroleum Resources in Effurun, Delta State, which is expected to contribute to the growth of local content in Nigeria's automobile industry. Also, research at the Shell Professional Chair in Petroleum Engineering at the University of Port Harcourt in 2012 produced the Optiwell well-bore stability software. ■



PURPLE CABBAGE WRAPS

—BY OZOK SOKOH

I've always been a bit biased about purple cabbage—I like the colour but compared with regular white cabbage, it seems an unnecessary expense without much to offer flavour-wise, until a few weeks ago when I saw the movie Black Panther released in cinemas around the world.

The movie celebrates African excellence from a variety of cultures in dress, language and more. I found it intriguing that the life-changing herb was purple and in a way, it reminded me of a photo I'd taken of a purple cabbage. If you've seen the movie, you'll know why and if you haven't - I apologise, this isn't meant to be a spoiler.

When I imagined the food of Wakanda, I figured purple cabbage wraps would be a thing and began researching purple cabbage. I learnt a few interesting things:

- Do you know that you can make a natural dye from an extract of purple cabbage?
- And that you can test the pH value of a liquid using said extract - if the liquid is acidic and you add it to the purple cabbage extract, it turns red; if the added liquid is alkaline, it turns blue to green.

Fascinating, yes? I think so too!

And so, I present to you—my purple cabbage wraps. Take this knowledge and extend the simple idea—make it your own by adding your favourite vegetables, dipping in your favourite sauces and eating a few at home or preparing a feast for family and friends to make their own. ■

Purple Cabbage Wraps

Ingredients: Purple cabbage leaves (washed); Meat or seafood (cooked); Fresh carrots (grated); Mixed bell peppers (sliced); Tomatoes (chopped and lightly salted); Cucumbers (chopped and lightly tossed in salt, sugar and vinegar); Mango (chopped); Spring onions (chopped); Herbs (chopped - cilantro, mint); Seeds - peanuts, sesame seeds; Sauces and dressings (hot sauce, vinaigrettes, chutneys etc.)

To prepare and eat

- Take a purple cabbage leaf
- Fill it with your favourite ingredients, being careful not to overfill - so you can fold the ends in
- Drizzle with some sauce/ dressing
- Eat
- Feel like a Wakandan



ACHIEVING YOUR WILDLY IMPORTANT GOALS—THE 4 DISCIPLINES OF EXECUTION

How do you achieve your **Wildly Important Goals**, as a team, business or individual?

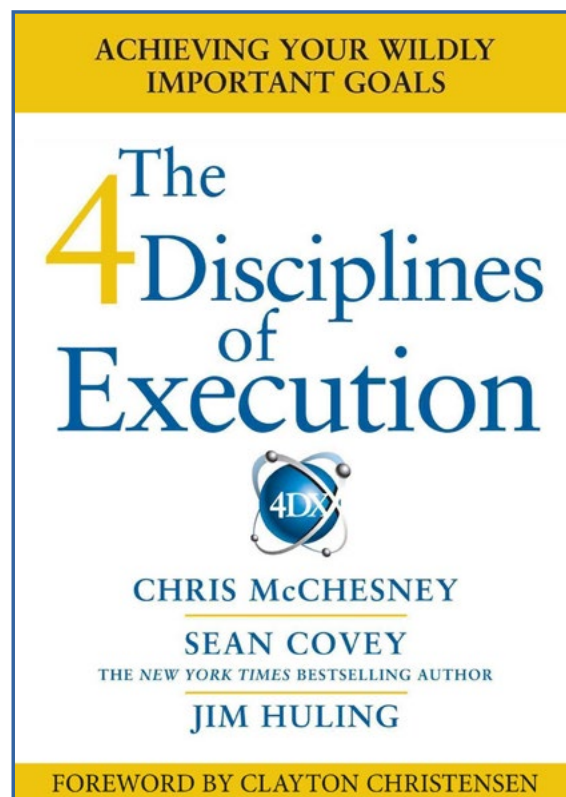
According to Chris McChesney, Sean Covey and Jim Huling:

"You're probably thinking proudly that you're great at multitasking and can get a lot of things done at the same time. But to the wildly important goal you want to devote your best effort. People who try to push many goals at once usually wind up doing a mediocre job on all of them."

In this book—*'The 4 Disciplines of Execution'*, you'll find strategies and a proven set of practices that have worked for businesses, individuals and teams.

The disciplines of execution are simple:

- 1) Focus on the wildly important
- 2) Act on the lead measures
- 3) Keep a compelling scoreboard
- 4) Create a cadence of accountability



Notable quotes:

- "Just as there are principles that govern human behaviour, there are principles that govern how teams get things done."
- "If you want high-focus, high-performance team members, they must have something wildly important to focus on."
- "If the scoreboard isn't clear, the game you want people to play will be abandoned in the whirlwind of other activities."
- "The highest level of performance always comes from people who are emotionally engaged."
- "The cadence of accountability is a rhythm of regular and frequent meetings of any team that owns a wildly important goal. These meetings happen at least weekly and ideally last no more than twenty to thirty minutes. In that brief time, team members hold each other accountable."
- Focusing on the wildly important means narrowing the number of goals you are attempting to accomplish beyond the day-to-day demands of your whirlwind.



CANVAS...

The Niger Delta Roundtable

Your popular radio show, **Canvas: The Niger Delta Roundtable** now airs on Love 97.7 FM Port Harcourt every Monday at 9am –10am, and Nigeria Info 92.3 FM Port Harcourt every Thursday at 4pm—5pm.

Canvas has been sparking debates and generating ideas on several issues facing the Niger Delta since it first debuted on April 10, 2016. The radio show has led to serious discussions on how the Niger Delta can overcome the varied environmental and developmental challenges and attract and retain life-transforming investments.

The Shell Petroleum Development Company of Nigeria Limited Joint Venture (SPDC JV) launched Canvas, the Niger Delta Roundtable, in conjunction with the Rivers State Ministry of Chieftaincy and Community Affairs to help sensitise the public on the urgent need for a more business-friendly environment for the development of the oil-producing region.

Tune in to listen to the broadcasts on Love FM and Nigeria Info and join the conversation and retweet updates on our very active Twitter platform: @canvasonair

The Shell Petroleum Development Company of Nigeria Limited

Operator of the NNPC/Shell/TEPNG/Agip Joint Venture

