

FIPI



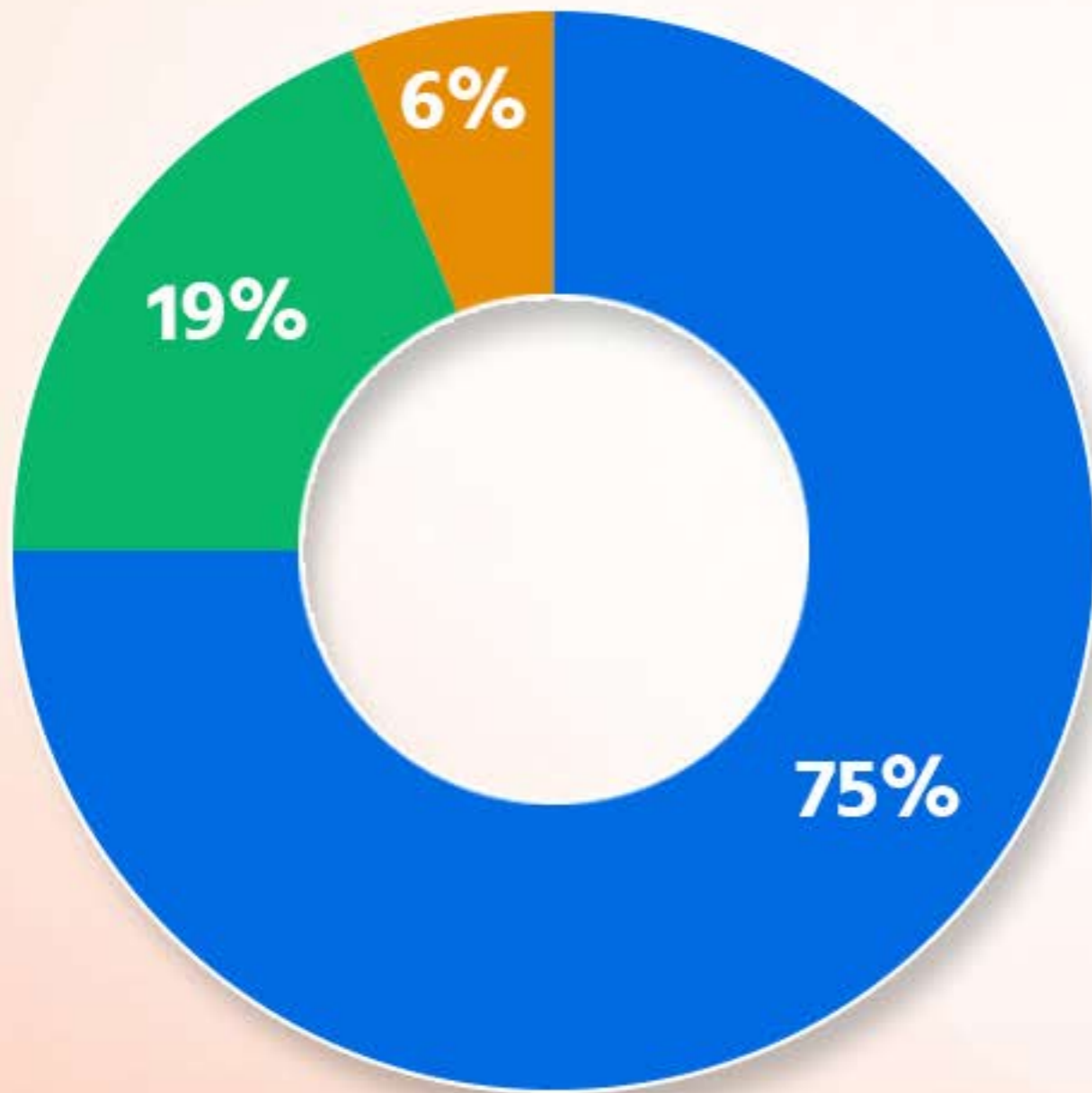
YOUNG PROFESSIONALS FORUM

Leadership in Times of Transition

August 20-21, 2020

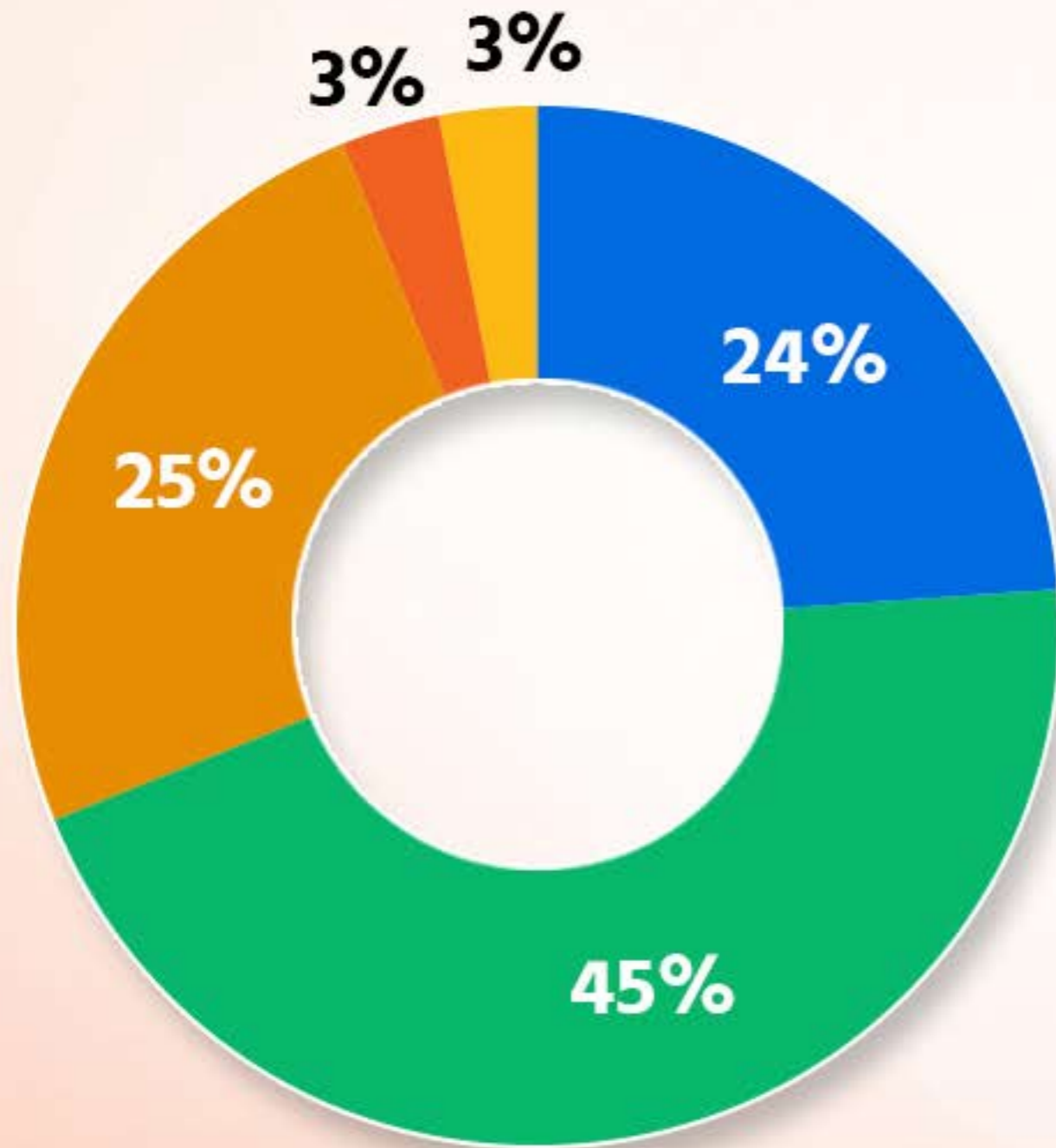
Young Professionals
SURVEY RESULT

Q 1 - How do you see the increased use of digital in oil and gas industry in post-Covid world?



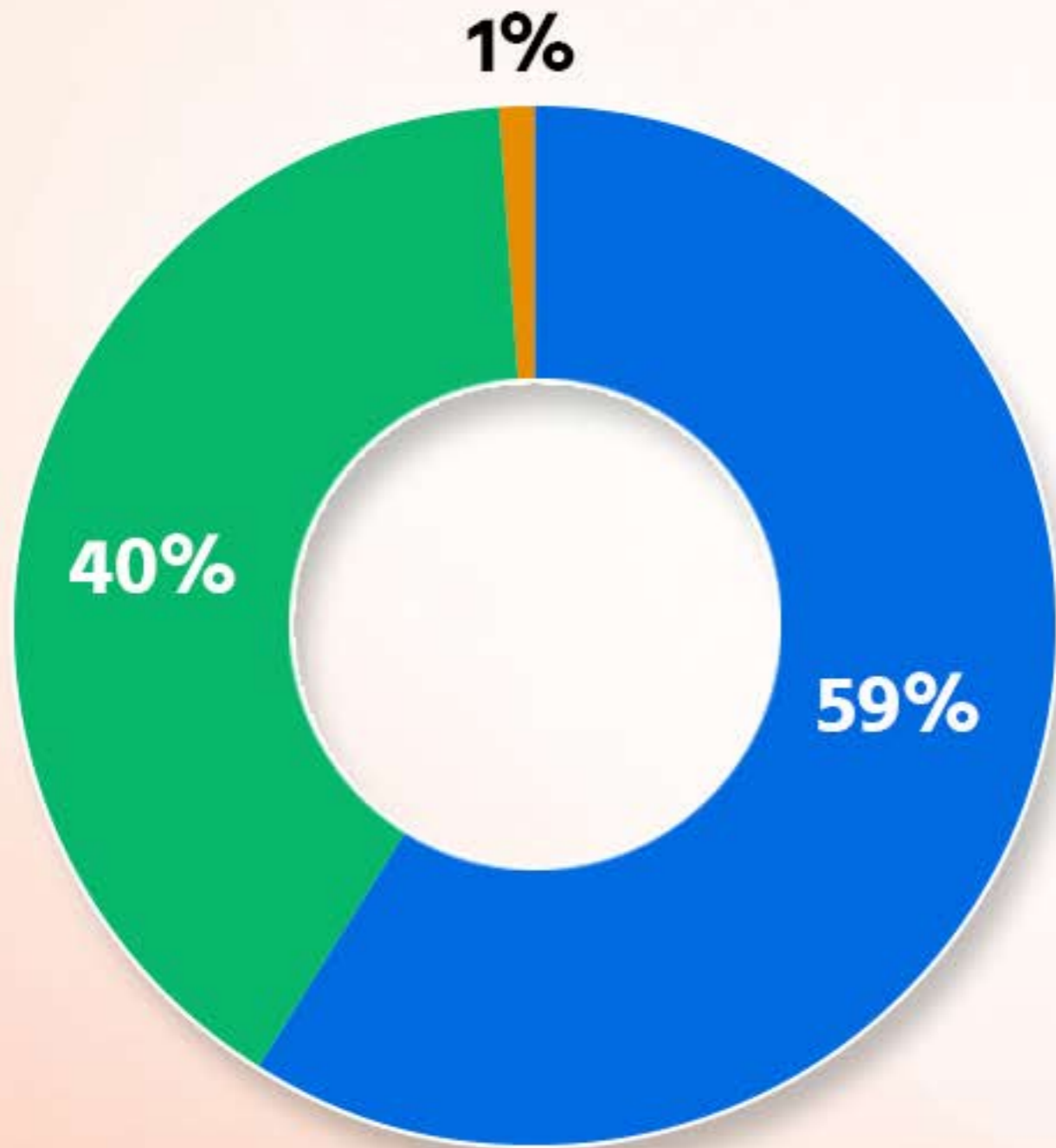
- Drive the next growth wave in O&G
- Gain importance but will remain peripheral
- Have minimal impact on the sector

Q 2 - Which technologies do you think will change the way you do your job over the next 3 years?



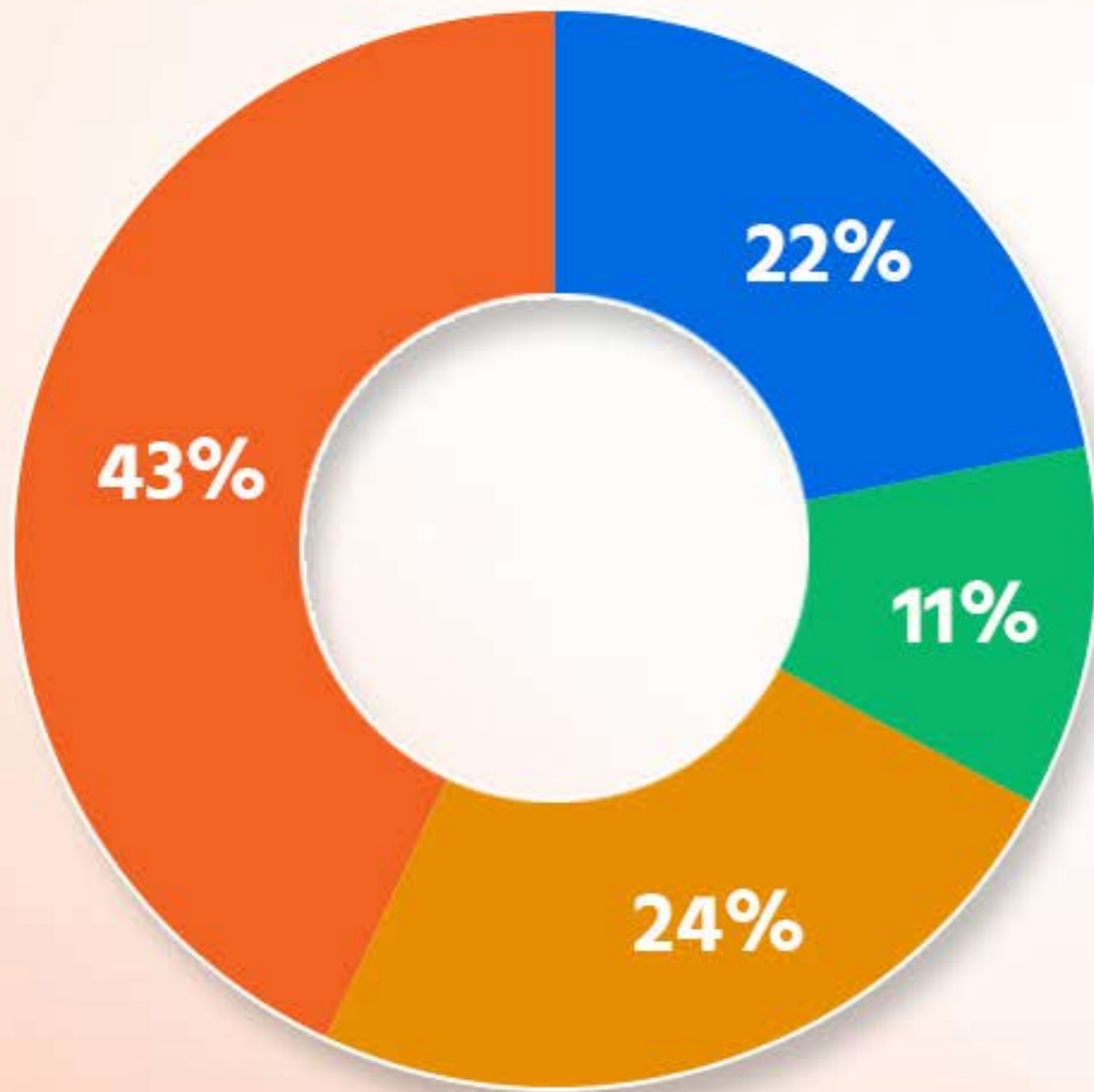
- Robotic process automation
- Artificial intelligence
- Collaboration tools, such as Zoom, Skype, Trello, Slack and Teams
- Augmented reality
- Wearable tech

Q 3 - Will the oil industry recover from the Covid-19 crisis?

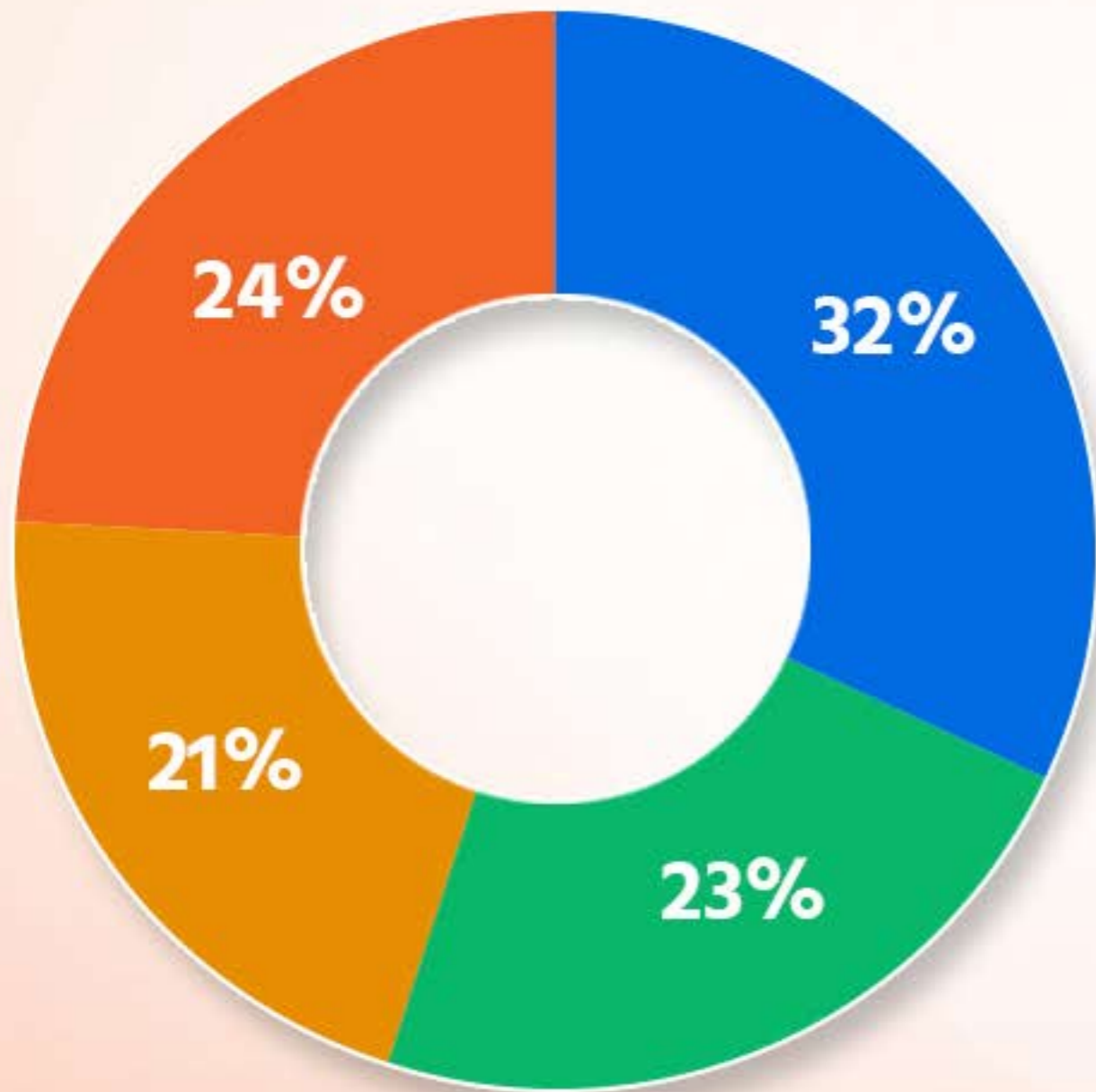





- Yes, Oil & Gas has bounced back in the past and it will bounce back again
- Yes, but other Energy sources will become more prevalent
- No, think the era of new fuels is here

Q 4 - Which segment in your view will recover fastest post Covid-19?

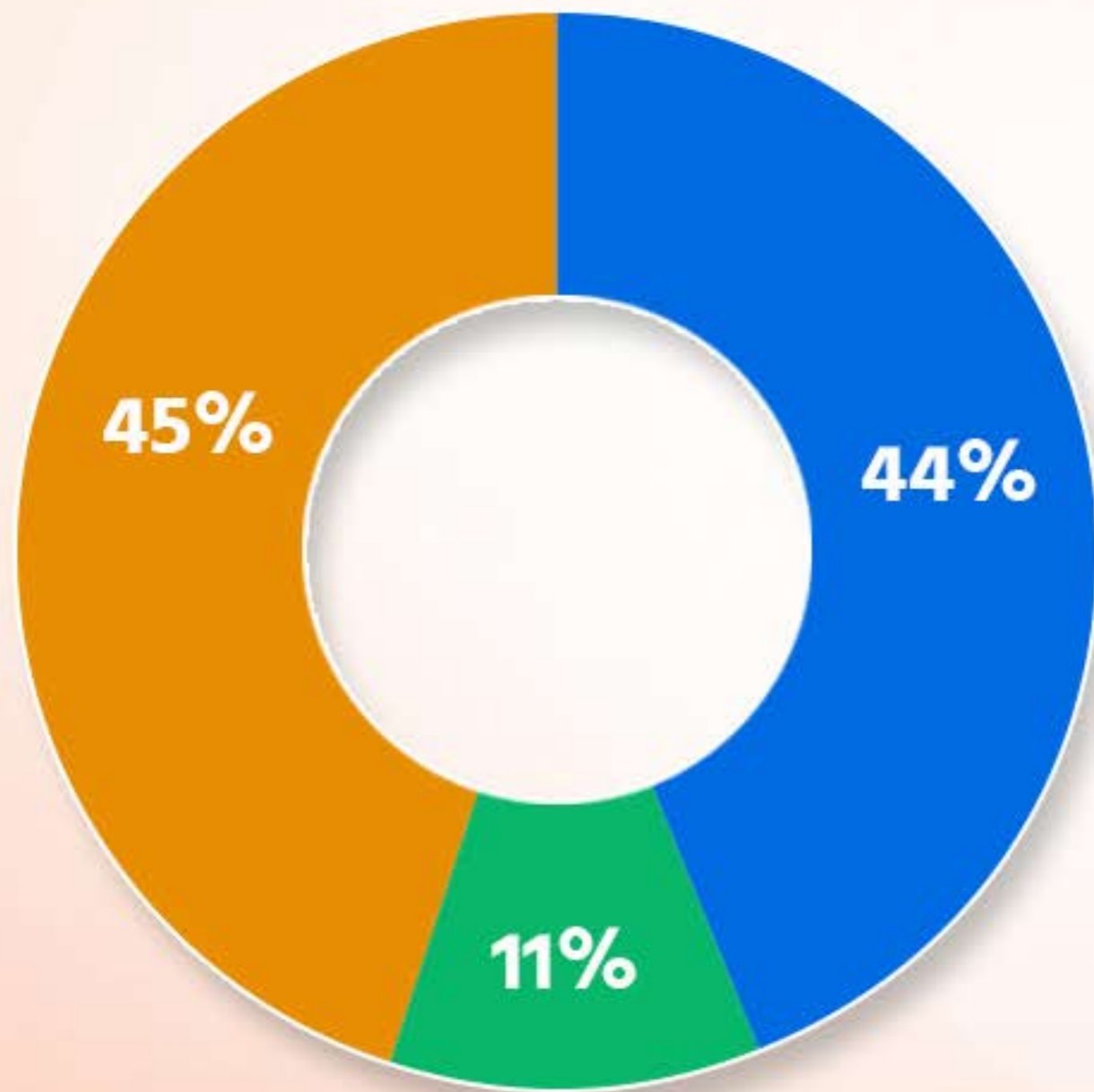


Q 5 - Where do you expect maximum investment among the cleaner technologies, over the next decade?



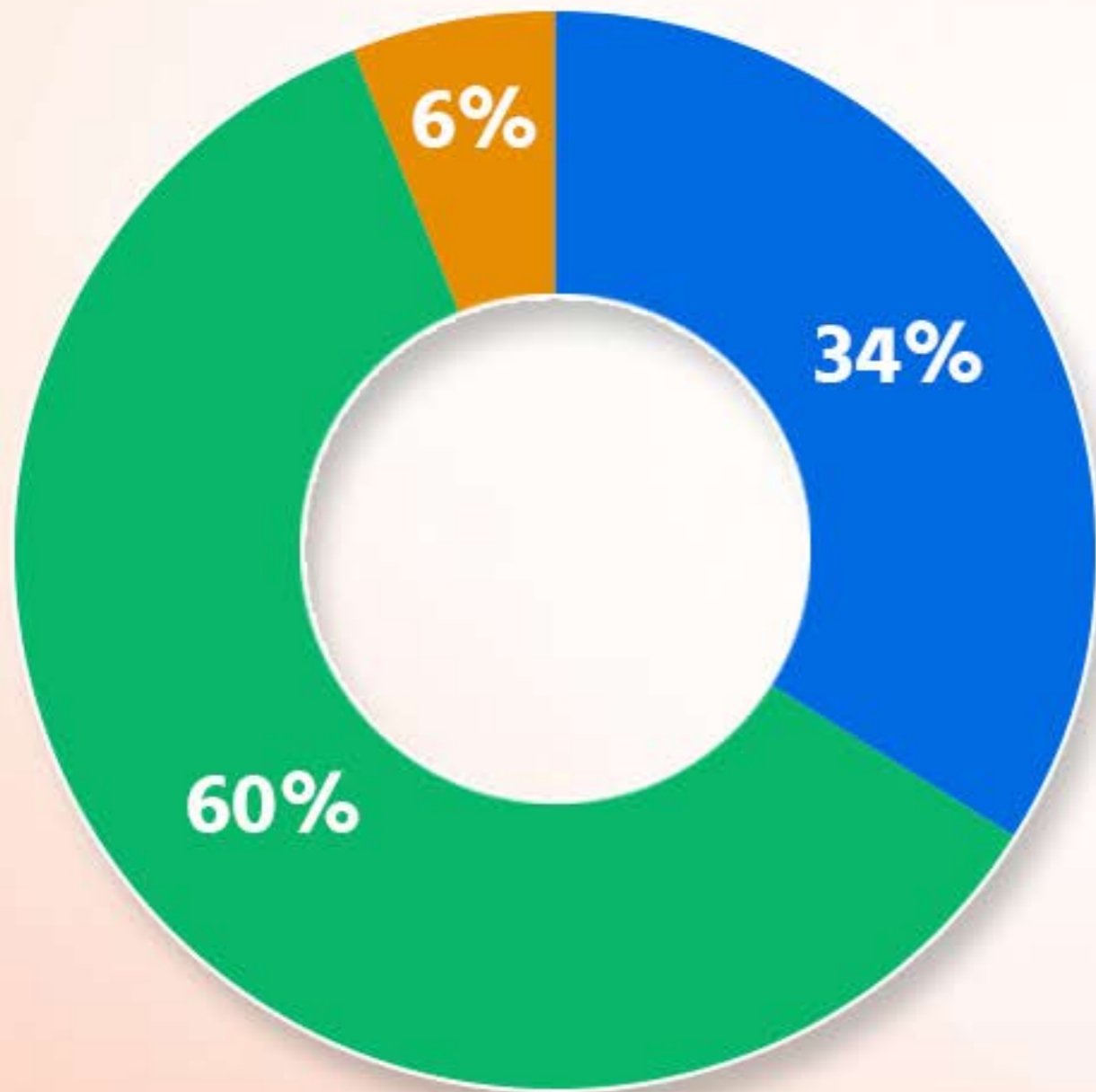
-  Solar will continue lead the investments
-  The next wave will come in battery/storage
-  EV/Electrification of processes
-  Hydrogen will emerge as new hot investment

Q 6 - Where do you think government's stimulus plans in future for energy sector should focus on?



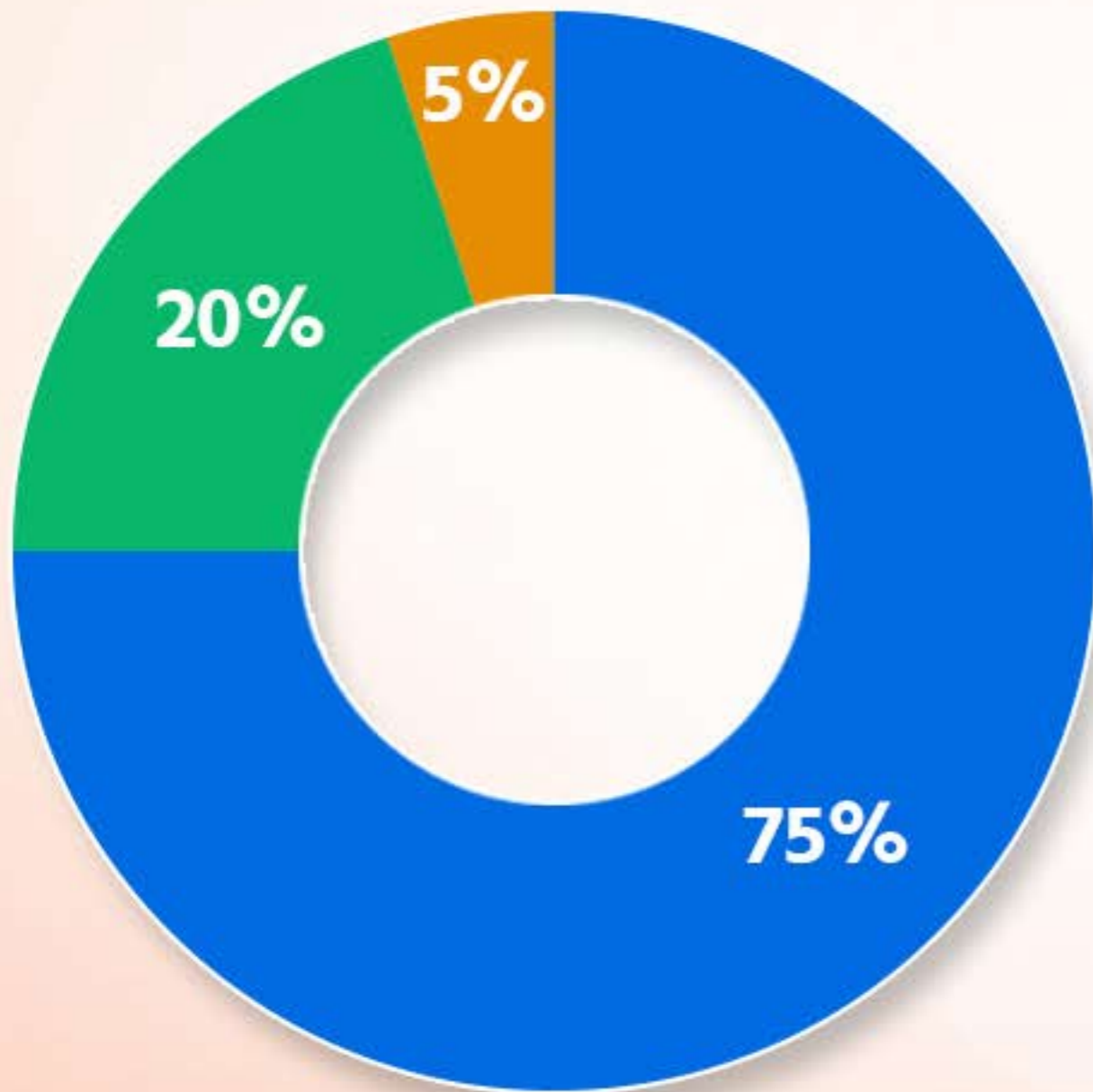
- All fuel types as they continue to be an important part of the energy basket
- Focused more on oil and gas as the sector has been severely hit by Covid-19
- Focus on renewables energy/energy efficiency as they are the future of energy

Q 7 - Leadership in oil and gas industry – are they leading the change or managing the status quo?



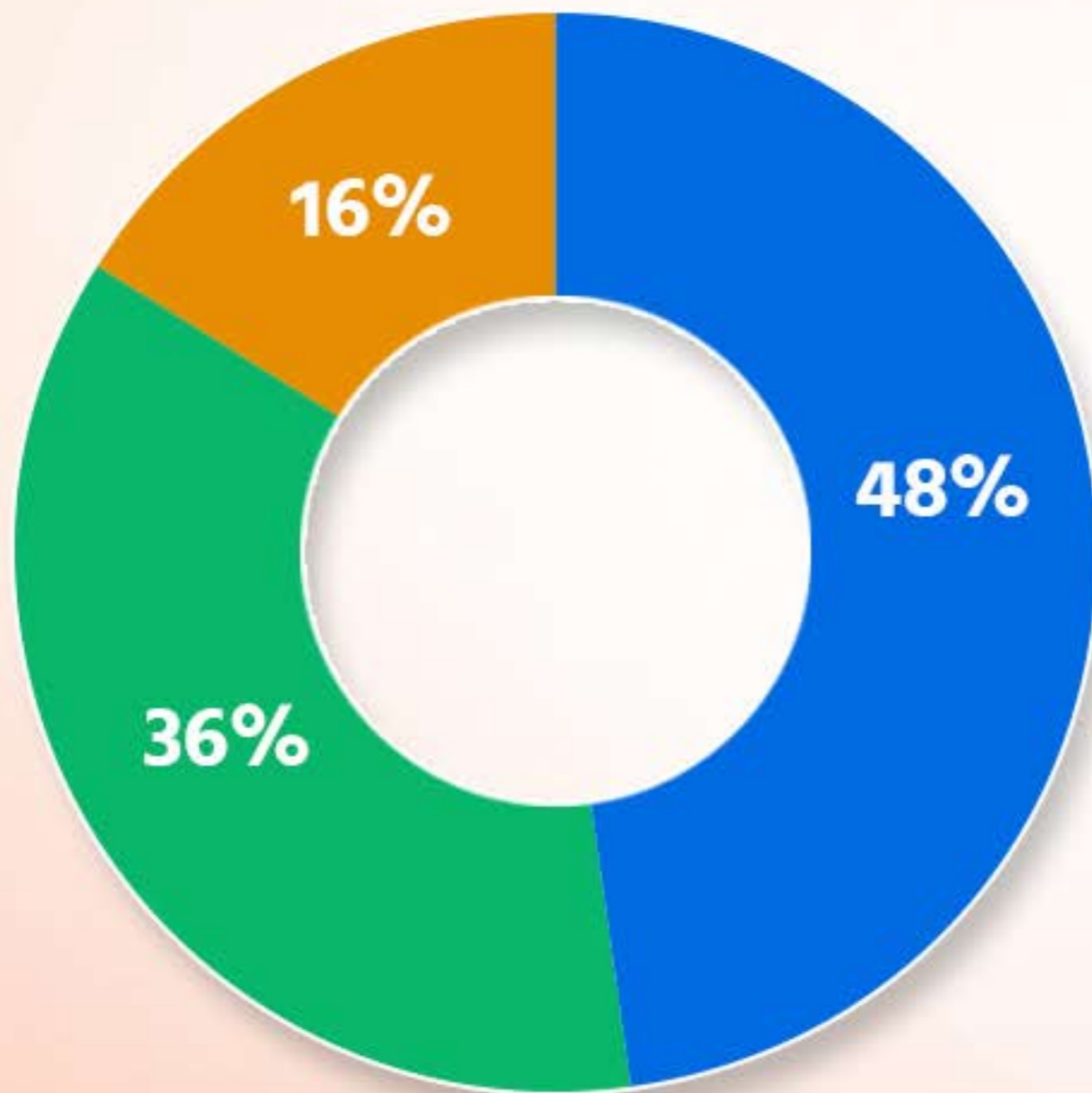
- Focus on innovation is currently low and on lowering costs is high
- O&G companies are constantly improving their processes
- O&G industry is leading the blue ocean strategy




Q 8 - What do you think about leadership in your organisation?



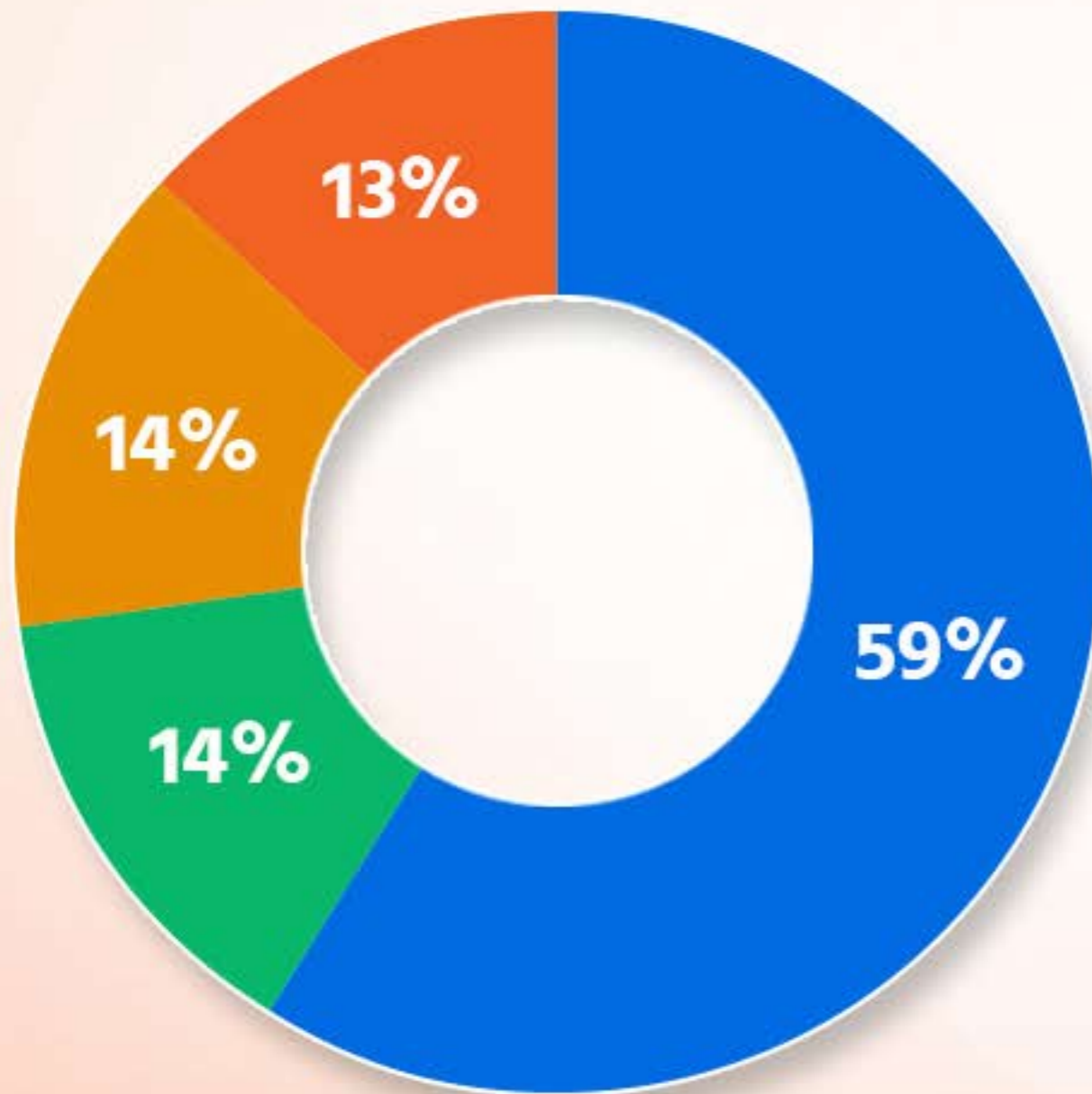
- Leadership has been very proactive and helpful in terms of steering the organization through the pandemic
- There has been communication from leadership but clarity for way forward has been missing
- There has been lack of communication and I feel leadership could have done a better job

**Q 9 - Talent management in oil and gas sector is changing with digitalisation and changes in way of working.
According to you what companies should do?**



-  Bring a younger generation of workers up to speed faster with advanced training
-  Broaden the range of career paths beyond manual labour and technical skills
-  Re-think sourcing strategy – building skills vs buying or renting skills

Q 10 - With work from home/ flexibility increasing in post-Covid world, how has the new scenario impacted your work life?



- There is more flexibility in my organization now and I like the new way of working
- There is more flexibility in my organization now but I do not like it as it creates many issues
- There is no change in terms of flexibility in organization and I am concerned about my health and other issues
- There is no change in terms of flexibility in organization and it is business as usual for me