



I LATIN AMERICAN SYMPOSIUM
**HUMAN TALENT AND
KNOWLEDGE MANAGEMENT**
IN THE OIL AND GAS INDUSTRY

August 26-27, 2014 | Lima, Peru

AUGUST 26, 2014

07:30 - 8:45	PARTICIPANTS' REGISTRATION
08:45 - 09:00	OPENING CEREMONY Speakers › Esteban Bertarelli Petroperu Representative before ARPEL › María Jesús Blasco Chairwoman of the ARPEL Human Talent and Knowledge Management Committee › Amanda Pereira Director Strategic Affairs of ARPEL
09:00 - 09:30	CONFERENCE I: Trends in Human Resources management. Prospects for human resources management in the oil and gas industry in view of the present situation and anticipated evolution of the industry. Major challenges and opportunities. Speaker: › Antonio Oliveira Executive Manager of Human Resources - Petrobras SEE CV - SEE PPT
09:30 - 10:45	PLENARY SESSION I: Alignment of the Human Resources strategy and business strategy. Importance of the alignment of both strategies, experiences and lessons learned. Moderator: › Mariana Cukier ARPEL Human Talent and Knowledge Management Committee Speakers › Andrés González Senior Manager - Talent & Organization Performance - Accenture SEE CV - SEE PPT › Gustavo Ceriani Director of People and Organization – Repsol Peru SEE CV - SEE PPT › Anabel Perrone Manager of Human Talent - YPF N/A
10:45 - 11:15	COFFEE BREAK
11:15 - 12:30	ROUND TABLE I: Reference Corporate Universities. Experiences in management and implementation. Moderator: › Alfredo Alcarraz ARPEL Human Talent and Knowledge Management Committee Speakers › José Alberto Bucheb General Manager - Petrobras University SEE CV - SEE PPT › María Jesús Blasco Director Training and Learning - Repsol SEE CV - PPT N/A › Oscar Gualdron Vicepresident Human Talent - Ecopetrol SEE CV - SEE PPT › Liliana Castañeda Head of Personnel Unit - Petroperú SEE CV - SEE PPT
12:30 - 13:00	CONFERENCE II: Management of human capital in the industry Speaker: › Verónica James Director of Human Resources - Pluspetrol
13:00 - 14:30	LUNCH
14:30 - 15:00	CONFERENCE III: Expectations of senior management on human resources management. How does a CEO see Human Resources management? What is expected of it? Speaker: › José Manuel Gallego Executive Director - Repsol Peru N/A
15:00 - 16:15	PLENARY SESSION II: Career and succession plans, and vertical and horizontal permeability. Presentations of experiences of operating and services providers companies. Moderator: › Andrés González ARPEL Human Talent and Knowledge Management Committee Speakers › Jorge Vicens SAM Human Resources Manager - Schlumberger SEE CV - SEE PPT › Francisco Javier Zurita Manager of Human Development - Pemex SEE CV - SEE PPT › Winston Watson Group Managing Director - PCJ SEE CV - SEE PPT
16:15 - 16:45	COFFEE BREAK
16:45 - 17:45	PLENARY SESSION III: Tools and practices for Talent Management. Presentation of the ARPEL Guideline and experiences. Moderator: › Hubert Arbildi ARPEL Human Talent and Knowledge Management Committee Speakers › Oscar Guerra Perdomo Leader of ARPEL Project on “Guideline for the Identification of Key Critical Knowledge and Positions” SEE CV - SEE PPT › Jaime Roa Marchant Head, Organizational Development Division - Enap SEE CV - SEE PPT
19:00	WELCOME COCKTAIL

AUGUST 27, 2014

09:00 - 09:30	CONFERENCE IV: Leadership, values and culture. Speaker: › Patricia Scott Manager of Human Resources - IBP - Director of the Brazilian Human Resources Association SEE CV - SEE PPT
09:30 - 10:45	PLENARY SESSION IV: How to attract and retain talents through a value proposition to employees. Moderator: › Andrés González ARPEL Human Talent and Knowledge Management Committee Speakers › Sandra Hormaza Manager of Human Talent - EP Petroecuador SEE CV - SEE PPT › Alejandra D Agostino Partner, Human Capital - Deloitte SEE CV - SEE PPT › Danny del Valle Manager of Human Resources - Petroamazonas EP SEE CV - SEE PPT
10:45 - 11:15	COFFEE BREAK
11:15 - 12:30	ROUND TABLE II: How to generate value in the relationship with unions. Challenges and opportunities. Moderator: › Gustavo Ceriani ARPEL Human Talent and Knowledge Management Committee Speakers › Hubert Arbildi Manager of Shared Services - ANCAP SEE CV - SEE PPT › Juan Pablo Castrillón Manager of Human Management - Ocesa SEE PPT › Sebastián Riego Manager Human Resources Center Area - Weatherford SEE CV - SEE PPT › Luis Martínez President - ANCAP Union N/A
12:30 - 13:45	LUNCH
13:45 - 14:15	CONFERENCE V: How knowledge management, human talent and innovation work in a synergic way to leverage the compliance of the organizations. Speaker: › Prof. Marcos Cavalcanti Postgraduate Coordinator on Knowledge Management and Business Intelligence - Federal University of Rio de Janeiro SEE CV - SEE PPT
14:15 - 15:45	PLENARY SESSION V: Success stories in the implementation of knowledge management and collaborative work and its impact on business results. Moderator: › Liliana Castañeda ARPEL Human Talent and Knowledge Management Committee Speakers › Oscar Guerra Perdomo Head of Knowledge Management and Innovation Strategic Division - Ecopetrol N/A › Elena Jaramillo Díaz Granados Director Knowledge Management and Collaborative Work - NUTRESA SEE CV - SEE PPT › Paulo Pinto da Costa da Luz Manager of Knowledge Management - Petrobras SEE CV - SEE PPT › Begoña Peña Manager of Knowledge Management - Repsol SEE CV - SEE PPT
15:45 - 16:00	COFFEE BREAK
16:00 - 16:45	CONFERENCE VI: Knowledge management in prospect processes. A practical experience. Speakers › Alfredo Alcarraz Head of Innovation and Knowledge Management - ANCAP SEE CV - SEE PPT › Miguel Rabosto Manager of Planning and Development - ANCAP SEE CV - SEE PPT
16:45 - 18:00	ROUND TABLE III: Role of contractors in the industry: Criticality of talent management. Moderator: › María Jesús Blasco ARPEL Human Talent and Knowledge Management Committee Speakers › Paola Mastrolorenzo Manager Human Resources Regional Center for Latin America - Schlumberger SEE CV - SEE PPT › Gustavo Martínez Manager of Operations - COGA SEE CV - SEE PPT › Héctor Tamanini Manager Development, Training and Institutional Affairs - Tecpetrol SEE CV - SEE PPT › José Luis Negrón Human Resources & Communications Manager - Skanska Latin America SEE CV - SEE PPT
18:00	CONCLUSIONS AND CLOSURE SEE PPT Speakers › María Jesús Blasco Chairwoman of the ARPEL Human Talent and Knowledge Management Committee › Mariana Cukier Vice Chairwoman of the ARPEL Human Talent and Knowledge Management Committee › Liliana Castañeda Vice Chairwoman of the ARPEL Human Talent and Knowledge Management Committee › Beatriz Hallak ARPEL Human Talent and Knowledge Management Committee › Amanda Pereira Director Strategic Affairs of ARPEL



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ABOUT THE ORGANIZER

ARPEL is a non-profit association gathering oil, gas and biofuels sector companies and institutions in Latin America and the Caribbean. Founded in 1965 as a vehicle of cooperation and reciprocal assistance among sector companies, its main purpose is to actively contribute to industry integration and competitive growth, and to sustainable energy development in the region.

Its membership currently represents over 90% of the upstream and downstream activities in the region and includes national, international and independent operating companies, providers of technology, goods and services for the value chain, and national and international sector institutions.



REGIONAL ASSOCIATION OF
OIL, GAS AND BIOFUELS SECTOR COMPANIES
IN LATIN AMERICA AND THE CARIBBEAN



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