Shell Companies in Nigeria achieve outstanding safety record

Connecting People: SNEPCo takes ICT Centres to more institutions

SNG Partners with FRSC to keep people safe on the roads

Tough talk with Alero Onosode
WELCOME TO SHELL WORLD NIGERIA SEPTEMBER 2013 EDITION

In this people issue, our cover is on the Society of Petroleum Engineers Conference which took place in Lagos. At this event, several Shell people were recognised for their outstanding achievements and contributions to the engineering discipline. We also share with you news on how SNEPCo is connecting people through ICT centres. There’s a story on the commissioning of the Eleme Water Project in Rivers State. ‘Women in Energy’ column features Ehimhen Okoh-Agunloye. Our retiree for the issue is Tamarabebe Atteboh and Tough Talk is with Alero Onosode.

Do you know that an unidentified flying object (UFO) was sighted around the Osubi Airstrip in August? You will find out more in this issue. You will also learn more about Shell’s Let’s Go advertising campaign, which is aimed specifically at building Shell’s reputation in Nigeria. In this issue, we interview Albert Ikolo, Lead HSE SODA Domgas Projects and Michael Agu, Senior Financial Accountant, Shell Nigeria Gas Limited (SNG). We also report that SNEPCo recently partnered with the US Consulate in Lagos to mark the Martin Luther King’s March Anniversary.

I hope you enjoy our people issue. I welcome your feedback, so please send your letters to the editor at: a.isong@shell.com.

Anietie Isong
Editor, Shell World Nigeria
"WHEN YOU HAVE OVER 1500 PEOPLE TO IMPRESS, JUST WHAT DO YOU DO TO STAND OUT?"
NCD takes Centre Stage at Offshore Europe Conference

The Nigerian Content Development (NCD) strides of Shell Exploration & Production companies in Nigeria (SEPCiN) took centre stage at the recently concluded Offshore Europe Conference and Exhibition in Aberdeen, Scotland during a partnership development session hosted by the UK Trade and Investment (UKTI) department. More than 100 representatives of Nigerian and British companies attended the session. Welcoming participants, Mike Purvis who represented the British High Commissioner to Nigeria, reiterated the British government’s determination to continue the strategic partnership between UKTI and SEPCiN.

In his keynote address, the Executive Secretary of the Nigerian Content Development and Monitoring Board, Engr. Ernest Nwapa said that NCD aims at achieving a “win-win” value proposition for foreign investors, their local partners and Nigerians. In his words, “Today, anybody who wants to do business in Nigeria had better consider Nigerian content. Shell has demonstrated a commitment to promote what Nigeria is doing in local content development.”

In his presentation on Nigerian Oil and Gas Opportunities, Igo Weli, GM NCD said “…. Nigerian content development provides a lever for employment generation, economic growth and sustainability. Shell’s approach to local content development is hinged on helping local companies to set up that provide goods and services to support our operations.”

The CEO Marine Platforms Limited, Taofik Adegbite while sharing his NCD success story at the forum, expressed his gratitude to SEPCiN. In his words, “We cut our teeth with Shell in 2007. NCD can be done and we can do it right.”

At a post event dinner hosted by Petroleum Technology Association of Nigeria (PETAN), Chairman of the House of Representatives Committee on Local Content, Honourable Asita encouraged the young Nigerian experts in Aberdeen to attend the Shell-sponsored ‘Global Nigerian’ conference scheduled for October 12th, in Aberdeen. Dignitaries at the event included Odelia Marvan, Shell’s Global Local Content Advisor and Engr. Emeka Ene, Chairman of PETAN.
Despite the challenging environment, Nigeria continues to make progress on safety. Recently, the SODA projects in Nigeria were recognised with the Chief Executive Officer’s HSSE & SP Award for demonstrating visible HSSE commitment and leadership.

SODA is the acronym for a portfolio of SPDC Projects covering the Southern Swamp Associated Gas Solution (SSAGS) Project, the Forcados-Yokri Integrated Project (FYIP), the Associated Gas Solutions-1 Projects, and a number of domestic gas supply projects.

SODA projects primarily focus on implementing flares-down solutions at existing production facilities, as well as supplying gas to the domestic grid. The projects currently cover more than 25 active facilities and pipeline construction sites spread in challenging remote terrains throughout the Niger Delta, Nigeria.

“As I reflect on what we have done right to date, I am encouraged by the frequency of site visits by leaders; the focus on close out of outstanding Audit and other Fountain action items; progress with embedding Worksite Hazard Management, Asset Integrity and Process Safety mindset and an active challenge and support attitude by all,” the VP said.

Droll considered this safety achievement a testament to Shell Companies’ commitment to providing a safe work environment for all staff and contractors and evidence of hard work and diligence. However, he warned that we could not rest on our laurels. “I am reminded of the need to deepen our sense of chronic unease, constantly review our HSE dark corners as well as create opportunities to energize the team to remain vigilant, focused and noncomplacent. With staff and contractor support, we can achieve Goal Zero where everyone goes home safe each and every day.”

The combined teams of Upstream International and Projects & Technology that make up Shell Companies in Nigeria (SCiN) worked 10 months without lost-time injury, surpassing the previous Shell best set in the Pearl Gas-to-Liquid (GTL) project in Qatar in 2010. Staff and contractors of The Shell Petroleum Development Company of Nigeria Ltd (SPDC), Shell Nigeria Exploration and Production Company (SNEPCo) and Shell Nigeria Gas (SNG) worked between December 2012 and September 2013 without any injury requiring time off work.

The impressive milestone translated to 78 million hours worked by a total of 31,973 people (4,254 employees and 27,719 contractors) with no lost-time-injuries (LTI). Remarkably, it was achieved in one of the toughest operating environments.

Markus Droll, VP Nigeria & Gabon said: “This is a truly remarkable achievement, more so when we consider our extremely challenging operating environment. The biggest challenges were managing the many pipeline repair activities following systematic sabotage, operating 60 flow stations, and shooting several thousand square kilometres of seismic in the hostile swamps of the Niger Delta. The contribution from a safety-conscious contractor workforce has been pivotal, as well as clear rules and ruthless implementation.”

Safety on their mind
Over 30,000 people in Alode, Alesa, Agbonchia, Ogale and Ateo in Rivers State now have access to clean water, courtesy of the Eleme Regional Water Project commissioned by Governor Rotimi Amaechi in August. The water project was executed through a public-private partnership between the Rivers State Ministry of Water Resources and Rural Development and the Shell Petroleum Development Company of Nigeria (SPDC) JV.

Governor Amaechi commended Shell for partnering with the Government of Rivers State to improve the lives of the people. The Honourable Commissioner for Water Resources and Rural Development, Ms. Patricia Simon-Hart thanked the management of SPDC and their JV partners for their commitment to the actualization of this project.

The Eleme Regional Water Project was executed at a cost of $4.5m. SPDC provided the total funds and some technical expertise, while the Rivers State Government provided an existing infrastructure, project supervision and management. The funds covered the drilling of two additional wells to augment existing water wells, refurbishment of an overhead steel tank and the installation of a treatment plant. The funds were also used to purchase two 350KVA generators, 300KVA transformer and to renovate the operators’ quarters, among other things.

The United Nations Environmental Programme (UNEP) report on environmental assessment of Ogoniland released in August 2011, showed high levels of benzene in potable water in some communities in Eleme Local Government Area. The report recommended eight emergency measures, among which is the immediate provision of access to potable water supply to some communities in Ogoniland. As the SPDC JV does not carry out any operation in that area, the benzene at issue did not emanate from its operations. Nevertheless, the SPDC JV, decided to partner with the Rivers State Government to address the emergency issues identified in the report.
Connecting People: SNEPCo takes ICT Centres to more institutions

Shell Nigeria Exploration and Production Company (SNEPCo) has built and commissioned more ICT Centres in educational institutions in Lagos, Bayelsa, Ogun and Cross River States. The centres in Lagos and Bayelsa States were built in secondary schools while the rest are for Olabisi Onabanjo University, Ago Iwoye, Ogun State and Cross River State University of Technology, Calabar. The centres were commissioned at various ceremonies.

The Managing Director SNEPCo, Chike Onyejekwe said “Shell is committed to developing information and communication technology necessary to compete in today’s business environment.” He urged the beneficiaries to maintain and sustain the centres for future generations of students.

In Lagos State, the Governor Babatunde Raji Fashola (represented by Omolara Erogbogbo, Permanent Secretary Lagos State Ministry of Education) at the commissioning of the ICT Centre at Ebute-Elefun Secondary School commended SNEPCo for the initiative. He said “it is common knowledge globally that the attainment of qualitative education in modern society rests heavily on the development of ICT in education.”

The Governor of Ogun State, Senator Ibikunle Amosun represented by the Honorable Commissioner for Education, Barrister Segun Oduhela said that the donation of the ICT Centre to Olabisi Onabanjo University came at a time when the university was being transformed. He said the facility will be used as a tool for research and learning.

The Group General Manager NAPIMS Engineer Mac Nwogu (represented by Tolu Derin-Adefuwa) said that NAPIMS will continue to support youth development in information and communication technology.

All the beneficiaries commended SNEPCo and its co-venturers for their vision of contributing to the development of computer literacy in Nigeria through Information and Communication Technology.

Olabisi Onabanjo University, Ago-Iwoye and Cross River University of Technology, Calabar are furnished with 50 workstations respectively, while Ebute-Elefun Senior Secondary School, Lagos and Opokuma Secondary School Bayelsa, have 20 each. The ICT centres are also furnished with uninterrupted power units, servers, printers, software, fully paid three-year internet subscription and sound proof generators.

“Shell is committed to developing information and communication technology necessary to compete in today’s business environment.”
The answer: talk about Shell’s leadership in deepwater innovation, local content, sustainable development and community relations, world-class gas projects, and use our experts to present technical sessions throughout the conference.

That’s exactly what people from Shell Companies in Nigeria (SCiN) did at the 37th Society of Petroleum Engineers (SPE) Nigeria International Conference and Exhibition which held at Eko Hotel Lagos from July 30th - August 1st, 2013. The three-day event provided oil and gas professionals an opportunity to contribute to the body of knowledge and a platform for extraordinary individuals and companies to be recognised.

The MD SNEPCo, Chike Onyejekwe delivered a keynote address at the opening ceremony, on behalf of the Country Chair, Mutiu Sunmonu. He said: “Shell Companies in Nigeria have been a major contributor and would continue to play a key role towards the success of SPE programmes, in terms of funding, leadership, content and knowledge sharing.”

The conference recorded 60 exhibiting organisations. SCiN won the Best Exhibitor Award for the second consecutive year.

A technical paper presented by three Shell staff (Tope Fehintola, Emeka Umeh and Chris Obieke) on Seismically Driven Reservoir Characterization was adjudged the second best technical paper at the conference. Shell Nigeria staff presented 23 of the total 101 papers presented at the technical sessions.
Shell Nigeria staff also won the following awards:

**SPE Regional Service Award:**
Osayande Igiehon

**SPE Regional Young Member Outstanding Award:**
Caroline Onita, Ehimhen Okoh

**SPE Nigeria Leadership Award:**
Kayode Ayeni

**SPE Nigeria Distinguished Service Award:**
Saka Matemilola, Chima Emelle & Kayode Ogunlade

Bayo Julari, GM Development, said: “Once again, on behalf of Shell management, I wish to congratulate both the outgoing 2013 SPE Nigeria Council Chairman Osayande Igiehon, and the incoming Chairman Ben Oboarekpe, for the outstanding leadership of global body of professionals. Shell Companies in Nigeria remain the industry leader, and we are glad that our efforts are being recognised by industry colleagues.”
Let’s Go: Shell Launches Global Advertising Campaign in Nigeria

Shell’s strategy has inspired something new in its advertising. Watch TV, read the paper or walk the streets, and you’ll see how Shell is fuelling progress.

Since the start of August, open a newspaper in Nigeria and you might discover how Shell is supporting industries to create more jobs or fuelling children’s imaginations to inspire Nigeria’s future.

It’s all part of Shell’s Let’s Go campaign, which is aimed specifically at building Shell’s reputation in Nigeria, one of Shell’s Future Opportunity countries.

Earlier this year, a similar Let’s Go campaign in Nigeria showed the people of Iraq how Shell is powering their country’s progress.

Let’s Go, which has been running since 2010, doesn’t show adverts for products, rather it is designed to reflect Shell’s role and explain what Shell stands for in today’s changing energy world.

The Nigeria campaign shows Shell supporting industries to create more jobs, providing energy, fuelling children’s imaginations and caring for the health of the population.

Coming almost a decade after a similar Shell campaign in Nigeria, Let’s Go and the anticipated outcome of enhancing Shell’s reputation has been greeted with enthusiasm.

On seeing the campaign, Lara Taiwo-Ogunbodede, Legal Counsel UI Nigeria & Gabon, said: “Congratulations on the roll out of the campaign. Very inspiring, and really the way to go”. Lara also explained why the campaign is seen as a welcome break: “Enough of the defensive, defeatist cloak and always being at the receiving end. We should publicise and celebrate our contributions to nation building and the economy, no one else will. Let’s go.”

Nyada Nyenke, Senior Change Adviser for SPDC said: “I found the adverts for Let’s Go Nigeria a very welcome event. The adverts are catchy and they serve as a reminder of the Shell brand to the people of Nigeria and beyond, this time in a very positive light.

“The adverts also help dispel rumours that Shell is leaving Nigeria. They reflect our strong sense of identity and community, and that we believe in Nigeria and are here to partner with the community.”

As part of efforts to expand Let’s Go around the world, the campaign will run in the US, China, Brazil and Australia by the end of the year.

This article first appeared on Shell Online.
SNG and FRSC work together to keep people safe on Ogun State roads

Shell Nigeria Gas (SNG) ran a road safety campaign urging motorists to “drive safely to stay alive”. SNG matched words with action in a public enlightenment campaign in Ogun State in partnership with the Federal Road Safety Corps (FRSC). The campaign themed “Driving to stay alive in an unsafe environment.” was held at Ota.

SNG’s partnership with the FRSC is in line with Shell’s initiative to promote road safety as pointed out by SNG Managing Director, Toyin Adenuga who was represented at the campaign launch by Victor Eke, Senior Operations Technician. He advised drivers to obey traffic signs and observe road conditions in order to always be in control of their vehicles. Drivers were also advised to maintain their vehicles, exhibit safe driving habits and have regular medical check-ups. Eke reiterated SNG’s commitment to partnering with FRSC to sustain road safety education in Ogun State.

FRSC Ogun Sector Commander, represented by Unit Commander A. A. Ademoliti said that “People must drive carefully, safely and help ensure that other road users are not endangered.” He appealed to motorists to get regular medical check-up at the joint SNG/FRSC scheme ‘Beyond the Road.” He thanked SNG for its continuous support to FRSC road safety awareness campaigns in Ogun State over the past years.

SNG has been organising annual road safety campaigns in Ogun State since 2007. In 2013, the company was presented an award by the FRSC for its support and contributions towards road safety in the state.

“People must drive carefully, safely and help ensure that other road users are not endangered.”
Alero Onosode holds a degree in English from the University of Ilorin and an MBA from the London Business School. She joined the company in 1990 as an Employee Relations Adviser with SPDC in Warri. She has held various other HR roles in Port Harcourt, Lagos and The Hague.

In 2006, Alero moved to the UK to work on an international mobility project that reviewed all the expatriate terms and conditions within Shell globally. She was the Communications and Engagement Lead on that project. While in the UK, Alero juggled the job, an MBA programme and looking after her two young kids who were seven and four at the time.

Back to Nigeria
I came back to Nigeria in 2008 as the Organisation Effectiveness and HR Business Planning Manager. Although this was a new area, it had some links to what I had done in terms of stakeholder engagement and communications on the international mobility project. Two years into the role, there was a reorganisation and thereafter I focussed mainly on Organisation Effectiveness (OE) as the OE Consultant for UIG.

This role gave me an insight to the business challenges Shell as a company faces in Nigeria. It was also the reason I applied for my current role as the Venture Support Integration Manager focussing on enhancing the management of non-technical risks which is a critical business issue in Nigeria.

People and integration
Shell Companies in Nigeria are doing a lot to ensure effective business delivery. People are very busy! There are many teams working hard to tighten our relationships with partners and the communities in which we operate with very commendable results. But I believe we can harness more for the business if we are better coordinated. Our efforts should build on each other and not diffuse. We need to see our business goals as an integrated whole rather than everybody just taking their slice of it and working in silos.

In my role, I hope to facilitate more integration and collaboration on how we all work together. There are really no new tricks to learn, we just need to deliver what we know and already do in a more integrated manner. At the end of the day, our efforts individually or collectively will not matter if we don’t deliver value for the business.

There are a number of examples where we have been successful in overcoming daunting tasks working together, such as our outstanding safety milestones. The success we have recorded in the last couple of years to get partner approval of our spend is another area. These were successful because the targets and messages were simplified and processes put in place to ensure we move in the same direction. I believe there are many other areas of our business which would benefit from this sort of focus.

People, not processes make and will continue to make all the difference! With my HR background I am a keen student of people dynamics, seeking to understand the impact of behaviours and relationships on business outcomes. Are people behaving in a manner that is supportive and fostering of the outcomes we seek or are behaviours
Tough Talk: Alero Onosode

lot of conversations around non-technical risk
them better. Across Shell, there have been a
just as critical but it appears we understand
risks. Of course our other business risks are
delays is the management of non-technical
across the industry that highlighted the fact
looking at 190 top oil and gas projects
2008, Goldman Sachs conducted a study
have project delays globally. For instance, in
performance we are capable of in Nigeria.
challenges so we can deliver the outstanding
key to getting there is by collaborating to
our opportunities and mitigate our risks. The
of others. We must collectively seek to grow
limitations and be open to the contributions
we need to be authentic—fully aware of our
so going back to the leadership attributes
we need to be more proactive in our management of non-
technical risks and opportunities. As an oil
and gas company, our expertise in
developing world class technical solutions is
not in doubt, but I fear that we tend to get
trapped up by our understanding and
management of the non-technical issues.
I am trying not to refer to non-technical risks
because sometimes risk focuses very much
on the downside which in turn makes us
overly conscious and defensive. However,
there are also opportunities that we can
exploit that will give us more value than we
have anticipated. With every action there is
a reaction. Looking at non-technical issues
helps us to fully understand how our
environment (physical space, people,
cultures etc) will react to our technical
solutions and we can then mitigate the
downside and exploit the upside.

Our technical capabilities as an
organisation are outstanding. It would be
great to get the management of our
non-technical risks at par with that, to ensure
we are the most innovative and competitive
energy company in the world, Nigeria
being a big part of that success.

Shell People Survey
It used to coordinate the Shell People Survey
results in my previous role, which I found
personally exciting. The Shell People Survey
helps us measure the climate of the
organisation. All feedback is good
feedback. The value of feedback though, is
what we choose to do with it. Even though
as an organisation we cannot respond to all
issues at the same time, we are committed to
ensuring the climate improves over time.
There have been times when we have dealt
with some tough feedback which though not
pleasant, reflected how our people really
feel. Thanks to working in HR for 23 years,
I am able to understand the value that
people can bring to the business. People
make all the difference. The key is to accept
the feedback, listen to and understand the
message behind the numbers, and then
genuinely commit to doing something about
it. Not just so the scores go up, but to ensure
we create a climate for success to thrive,
and for people to deliver their best. We
have the best people in Nigeria working for
us. Let’s do all we can to unleash this talent.

Changing World
As we all know, change is constant! The
world around us continues to change and
some of the changes we see internally are
responses to those changes, or an
anticipation of where the trend is heading.
I joined Shell in the days when your career
was managed. The first time I went on cross
posting, they had just introduced the open
resourcing system. Before then, people told
you what your next job was going to be.

So you actually came into an organisation
and you were hand-held. You were told
when it’s time for you to move to the next
stage. You had no choice in the matter.
Today, there’s a lot more choice and
independence. There’s a lot more of ‘self-
drive’ in terms of where you take your career
and what you want to do with it. That is the
reality of our workplace today. Does it come
at a cost? Yes! But we cannot live in
yesterday’s world. We now live in an era of
choice. The reality is that the world has
changed and, as a company, we cannot
use yesterday’s solutions to solve today’s
problems. We must find new ways that are
relevant to the world of today and I am sure
that working together, we can find these
solutions.
Four Questions for Albert Ikolo, Lead HSE SODA Domgas Projects

Albert Ikolo holds a PhD degree in Chemistry from the University of Benin, Benin City, Nigeria. He also has a distinction grade in NEBOSH International Certificate in Occupational Health and Safety. Albert joined Shell in 2006 as Senior Health Safety Environment (HSE) Adviser to the Production Asset team. He became the HSE lead in 2008 and had the opportunity to drive the development of the Asset West Operations HSE Case using in-house resources. Thereafter, he moved to the Projects team in 2010 as HSE Lead, Western Matrix Projects. In 2011, Albert became the HSE lead, SoDA DOMGAS Projects. Prior to joining Shell, he worked with a renowned environmental professional consulting firm to the oil & gas industry in Nigeria. He was also a Principal Regulatory Officer in a government regulatory agency and a part-time Lecturer at the Petroleum Training Institute, Effurun, Delta State. Albert is married with two children.

**How many project sites are you supporting?**

I currently support 23 project sites across three states: Delta, Bayelsa and Rivers. We have about 2,500 people working on these projects. The number of active sites is continually increasing with the mobilisation of more projects in the SODA portfolio.

**How do you manage the co-ordination given the spread and complexity of the locations?**

Effective co-ordination given the spread and complexity of the projects is achieved via very strong and visible HSE Management support from the Project Manager, including the Head, HSE Engineering & Shallow Waters Projects; a robust project HSE organisation with experienced and competent personnel; an effective daily HSE communication process with field locations; effective Worksite Hazard Management structures with on site HSE supervision; embedding HSE commitment and targets in the Project Management team’s key performance indicators.

**The SODA team was recognised for the 2012 Shell CEO Award for HSSE and SP, how do you feel about this recognition?**

I feel very good and elated as a member of the team, considering our peculiar challenging operating environment. A number of factors contributed to this achievement which include: excellent safety leadership at all levels in the SODA team, frequent site visits by leaders and supervisors, effective safety initiatives and safety awareness trainings.

**How has the SODA portfolio contributed to a reduction in greenhouse gas emissions and impact on climate change?**

The SODA project is focused on addressing gas flaring by providing Associated Gas Solutions while sustaining oil production. This will abate further emission of Green House Gases that deplete the ozone layer and consequently impact on climate change.
Shell Women’s Network takes medical help to people in Lagos Island

About 200 market women and residents of Lagos Island East local Government Area turned up for free health checks and blood screenings at the Shell Women’s Network’s “SWN & Me Day”.

“…We’re demonstrating our commitment to the health and wellbeing of not only our staff but our neighbours and communities,” said Managing Director, Shell Closed Pension Fund Administrator, Yemisi Ayeni, who welcomed guests speaking Yoruba language.

“a be yin ki e ma lo fun check up, ke le mo medical status yin, ki ara yin le ya da da” (We also urge you to always know your medical status as this will enable you to better manage your health).

Lagos General Hospital spoke about Hypertension and Diabetes, while Dr. Emokpae, Medical Director of Massy Children’s Hospital, Lagos spoke on Asthma and household emergencies.

SPDC’s GM Gas, Ubaka Emelumadu, thanked the doctors for their participation in the awareness sessions, in Pidgin English. “Na beta thing we learn today, and as una take dey ask question, I know sey, una don ready to throw away diseases, because knowledge na power” (The quality of information shared and the response from participants is indicative of the fact that these diseases can be defeated because knowledge is power).

Head Nurse, Lagos Island East Local Government Area, Mrs Adebisi said, “This is a laudable programme which is aligned to the health policy of the Lagos State Government and we’re pleased to support it.”

The ‘SWN & Me Day’ is a community health initiative sponsored by the Shell Women’s Network, as part of the Network’s individual contribution to enhance Shell’s reputation in our society and align with Shell’s social responsibility efforts. The day’s events were rounded off with a dance-a-thon with all the registered participants winning championship medals. This event is now scheduled to run in Lagos and Port Harcourt on an annual basis.
UFO at Osubi Airstrip?

An unidentified flying object (UFO) was sighted around the vicinity of the Osubi Airstrip in the early hours of Monday August 5, 2013. Eyewitnesses recount seeing a fixed wing flying object descending into the Airstrip around 9.15am. This alleged UFO was later identified as the long awaited Twin Otter DHC-6 series 400 utility aircraft.

Before the Twin Otter was introduced, accessing Western Swamp locations had become challenging due to the lack of direct flights between Port Harcourt and Warri. Passengers had to rely on helicopter transportation, which was only available twice a week. The introduction of the aircraft has eliminated the Warri shuttle by helicopters.

The DHC Twin Otters were developed and produced by ‘de Havilland Canada’ (DHC) from 1964 until 1988 when the last batch of series 300 rolled off the assembly line. Production of Twin Otters ceased until 2007 when Viking Air, the new owners of the Type Certificate, launched the DHC-6 series 400 Twin Otters. These new Twin Otters produced by Viking Air possess the same performance capabilities of the older series, plus the more powerful Pratt and Whitney Canada PT engines.

Step into the DHC-6 series 400 and the absence of a curtain separating the pilots from the passengers gives you full view of the aircraft digital display. Your eyes will be drawn to the “new flat panel Honeywell

Viking 4 Flight Deck

UFO at Osubi Airstrip?
Primus Apex fully digital, integrated avionics suite.” This high-tech device ensures that the pilot has all the information needed to navigate the aircraft safely to its destination.

According to Richard Evans, SPDC’s Head of Aviation, “The Twin Otter is old technology made new. It fulfills the niche operational market of short take off and landing. When the model was discontinued, many operators didn’t have a replacement aircraft. Viking, the new manufacturer understood this and replaced the old with the new Twin Otter. We are now able to service old airfields where airport expansions were not economically feasible.”

SPDC introduced the Twin Otter to its operation in the 1980s when the aircraft was used to convey personnel to various locations. In 2010, SPDC entered into a partnership with NLNG to share its Twin Otter aircraft to convey personnel between PHC NAF and Bonny. This relationship continued until 2013 when NLNG introduced the Beechcraft. The Twin Otter was reintroduced in July 2013 when Caverton-Dancopter – SPDC’s aviation contractor – embarked on its maiden voyage to Osubi Airstrip.

Known for its versatility in extreme environmental conditions such as snow, deserts, water (when equipped with seaplane or amphibious floats), the Twin Otter is renowned for its safety performance. Due to its rugged nature, the aircraft was chosen to perform the rescue of a patient from the South Pole condition of -60oC. It also comes fully loaded with a Flight Data Monitoring system that captures and analyses data generated by the aircraft as it moves through the air to improve flight safety. These and many more safety features gave Shell Aircraft International the confidence to qualify the Twin Otter for use in SPDC operations.

Feedback from first time flyers has been very encouraging. Ewomazino Egweh says “After watching the safety video, I stepped inside the aircraft, settled on a seat, adjusted my earmuff (yes, you still have to wear earmuffs) and was greeted by the pilots who gave us information on the weather and flying conditions. En route, we were greeted by the usual mass of cloudy formation. The Twin Otter with its powerful twin turboprops that control the propellers, sliced through turbulent cumulonimbus clouds characteristic of the Niger Delta, creating a Red Sea pathway. As this battle waged outside the aircraft, the inside was peaceful and all I experienced was the occasional gentle shake that gave the impression of seating on a massage chair.”

Experienced and capable pilots maneuvered this small aircraft through the clouds to its destination in 35 minutes. Fellow passenger Benson Olunata enjoyed the calmness of the flight so much that he took a nap! And Godwin Itamah said his experience during the flight was “Excellent… far better than I expected.”

This new generation DHC-6 series 400 Twin Otter is really a must fly. The doors are open… Welcome onboard.
“My dream is not just to work in the Niger Delta, I hope to go all over the country,” Joy Edojah Money told a crowd of young people gathered at the Mongolia Hall, Onikan, Lagos on August 22, to mark the 50th anniversary of one of the most moving and poignant events of the last century -- the delivery of the “I Have a Dream” speech in Washington, DC. On August 28, 1963, an estimated 250,000 people marched to the Lincoln Memorial in Washington DC, where they heard Martin Luther King Jr.’s famous speech that gave an impassioned voice to the demands of the U.S. Civil Rights Movement: jobs and freedom for all.

Joy’s story resonated with the crowd. She was shortlisted for the LiveWIRE Nigeria seminar and training in Warri. Today, she is the CEO of Cherish Optical Centre. “I was taught how to do things on my own, how to have foresight, create new ideas and how to get to the top.”

Joy shared her story of growing up in the Niger Delta, without a father to look after her and her two sisters. “I lost my father when I was two years old. But my mother had a dream. She trained us all by herself.”

Joy grew up in a community where daughters were not regarded as ‘children’. She had no brother, and after her father’s death, her mother was left to fend for herself and three small children without any family support. Joy was determined to succeed. “I knew I had to make it.” And she did.

Today, Joy treats thousands of eyes around the Niger Delta. She has created a standard for herself. She now employs ten people and is giving back to her community by training other young people in the Niger Delta. Her business is thriving—she drives her dream car and has a nice home.

“I would like to thank Shell for that mustard seed they sowed through the LiveWIRE award,” Joy told the audience.

Shell LiveWIRE Nigeria is an enterprise development programme which encourages young people to see starting a business as a valid career option. The scheme also provides support and access to guidance to Nigerian young entrepreneurs and potential entrepreneurs between the ages of 18 and 30. Over 1,000 young people (mostly National Youth Service Corps members) took part in the Martin Luther King March anniversary event, hosted by the US Consulate in Lagos. The Consulate chose to celebrate the historic milestone with young people. Over the past years, the US Government has pursued long-term engagement with young African leaders through a wide-ranging effort led by the White House, the Department of State, and other agencies.

The US Consul General, represented by Dehab Ghebreab, the Public Affairs Officer told the young people: “Following the example of Rev. Dr. Martin Luther King Jr, I encourage you all to fully exploit your creative abilities and to dream big and forge ahead with these dreams for a better and brighter future.”

Kanu Ijere, SNEPCo Business Relations Manager led a Shell delegation to the event.
Michael Agu popularly called Mike is from Ehime Mbano Local Government Area in Imo State. He has a Bachelors Degree in Accounting and a Masters Degree in Business Administration from the Federal University of Technology, Owerri. Mike became a member of the Institute of Chartered Accountants of Nigeria (ICAN) in 2006 and a member of the Institute of Cost Management in 2004. He has worked in various divisions of Shell and in various sections of the Finance organisation, in roles ranging from Supply Services East, Services Business Support Unit (BSU), Vendor Accountant (JV Finance Treasury), Group Invoices Team Lead (JV Finance Treasury), Development Offshore Accountant (SNEPCo) Development Business Finance Unit. He is presently Senior Financial Accountant at Shell Nigeria Gas Limited (SNG).

Best Moments in Shell
I have two moments I could call my best moments—one of them was when I supported over 100 SNEPCo Development staff alone. This achievement was made possible because I trained all of the Development staff on financial systems. It made the work a lot easier. Soon after the trainings, the Development Team was able to secure virtually 100% recovery from NAPIMS over the years. That special achievement was possible partly because I had a boss who both encouraged and challenged me.

The second special moment for me was on my current job, where my team implemented the roll-out of SAP system for SNG. Though we faced initial challenges, the final process that was developed was easier, faster and better than what we had inherited. This initiative was clear evidence of the benefits of the Eliminate, Simplify, Standardize and Automate (ESSA) system. Rolling out the new system required engaging and securing the buy-in of all SNG staff at the time. We held finance workshops, created manuals and worked with them to make the new system work. I am particularly proud of that achievement.

Attributes
My strengths lie in what I believe is my calmness. I also try to be sincere, always. I am also able to work under pressure and am a strong team player.

Hobbies
My hobbies are reading, pastoral work and having fun with my family. I relax by listening to Christian messages and songs, and spending time with my wife and children. I am not too much into sports, but I watch it sometimes because all my children love sports.

Inspiration
My inspiration comes from God. In all I do I try to put God first. I work because He says we should work and because He says so, I try to do my best at work. I sing and preach the word because He ordered it and I love to make Him happy. I really love to call His name always as my best friend. He is all I have and all I would ever love to have.

My second source of inspiration is my wife. By nature, I can sleep in the office to get my work done. I am such a person that does not like to see things lying undone though I have learnt the reward for hard work is more work! However, if I’m working late and remember my wife, I leave. I could do anything to make her happy and her soft voice and warm welcome always inspire me.

Stranded on an Island...
I would want my wife and my kids to be with me, of course. With them together, the day is always very short. Mondays are usually sudden days because weekends are too short for me. I love to stay with them, attend fellowship together and go for outings together. I have been married to my wife for 10 years now and it still feels like yesterday. We usually solve issues together and on few occasions, we had to involve our children in decision-making and it was fantastic.

Perfect day
My perfect day is any day I’m able to win souls for the Lord, and still have enough time to spend with my wife and kids. Office and ministry work hardly give me enough time to stay with them. But if I try to find enough time to discuss and have fun with them, our day is made.
Women in energy:  
Meet Ehimhen Okoh-Agunloye

Ehimhen spent most of her adolescent years in Benin City, Edo State where she completed her primary, secondary and university education. She graduated from the University of Benin in 2002 with a first class honours degree in Chemical Engineering. She then proceeded to the University of Cambridge, UK for a Masters Degree in Environmental Engineering and Sustainable Development on a Cambridge Commonwealth Scholarship. She is married to an engineer and they have a son.

First role
Ehimhen joined Shell in 2006 as a trainee petroleum engineer assigned to the Front-End Studies Team which at the time was working on the Obaran-Ubie Phase II project. She was involved in the conceptual completion design for the Kolo Creek deep gas wells. This involved using several production technology tools and software such as Wellcat, Fist, etc. to ensure a robust design, which created a platform for a steep learning curve. “I spent my first two years with Shell on this role after which I proceeded to Shell Houston for a 6-month period to work on front-end design for a deepwater oil prospect.”

Current role
Ehimhen is currently a Production Technologist with the Bonga Main Phase 3++ project team in SNEPCo. She is involved with the Pre-DG3 design aspects of the wells which entail inflow and outflow modeling, sand control design, conceptual well design, water injection/ water flooding design and well and reservoir management strategy plan. She is also the focal point for the technology initiatives in the Front-end Studies team.

Prior to her current role, she spent four years working in Bonga on practical aspects of petroleum engineering. “It has been most exciting in my current role to be able to apply the core learnings from the operate phase back in the front-end design.”

A global company like Shell affords Ehimhen the opportunity to work on world class projects with cutting edge technology and to collaborate with the best brains in the world. Shell is always at the forefront of providing novel solutions to current and future energy needs. “Shell has also given me the opportunity to work internationally and travel to various parts of the world, hereby gaining international exposure.”

SPE Award
Ehimhen recently won the 2013 Society of Petroleum Engineers Regional Young Member Outstanding Service Award. “I am deeply humbled and honored to have been chosen for this award. There is nothing more gratifying than to be recognised for one’s hard work by a society comprised of my professional peers, senior colleagues and industry experts.”

Role model
If Ehimhen could meet any leader in the world, who would she like to meet? “I have always wanted to meet Hilary Clinton, but more recently I would like to meet Marissa Mayer, the President and CEO of Yahoo. She was a long-time executive and key spokesperson for Google and was ranked number 14 on the list of America’s most powerful businesswomen of 2012 by Fortune Magazine. More interestingly, she returned to work two weeks after having a baby. I applaud such courage.”

Hobbies
Ehimhen loves to run. When training for a race, she runs an average of 45-50km per week. She has won medals in the Nigeria Oil and Gas Industry Games. She recently competed in the Houston Full Marathon. Ehimhen also spends her Saturdays reading her weekly dose of The Economist. “I also enjoy watching TV, catching up with political, entertainment, and business news.”
Senior Shell leaders flagged off the Global Corporate Challenge (GCC) at all locations across Shell Companies in Nigeria. MD SNEPCo, Chike Onyejekwe and MD, SPDC Mutiu Sunmonu declared the event open on May 23rd in Lagos and PH respectively. They were both supported by the Regional Health Manager, Dr Femi Oduneye; Head Lagos Health, Dr Martin Obasohan and the Regional Occupational Health Manager, Dr Olusola Taiwo. Throughout the 16-week programme, various walk activities and mini events took place across all SCiN locations. The global event ended on September 11th, 2013.
Q&A with Retiree

MEET MRS. TAMARABEBE ATTEBOH

“I would say they should do all they have to do while still working. Do not wait until you have retired to build a house. Start now to make provisions for the future.”

Mrs. Tamarabebe Atteboh
Some people’s life can change in an instant. And this is how it was for Tamarabebe Atteboh when, in 1978, on an otherwise ordinary day in February, she joined Shell as a typist in the Finance Department. Her life changed – she had joined the oil workers league, armed only with her secretarial skills.

The 70’s were interesting times for the oil and gas industry in Nigeria. In 1974, Nigeria achieved peak crude oil production of 1.4 million barrels per day. With income from the surging oil price, the Federal Government of Nigeria set out to develop infrastructure and lay the foundations for industrialisation. For many around the world, the 70s was an era of funky clothes. Men and women in vintage trousers danced to Rod Stewart’s ‘You wear it well’. Tamarabebe was an attractive young lady. A few months after she joined Shell, she wore a wedding ring. “I got married to a lovely man,” she says.

At the Eagle Club Surulere, where I meet Mrs. Atteboh, she picks her way through chairs and tables, and sits down on a sofa in the corner of the room. My camerawoman Victoria, begins clicking away on her camera.

Mrs. Tamarabebe Atteboh retired from SPDC in 1997. It was a fitting finale to a whirlwind 19 years spent in the Finance Department. “I enjoyed my time at Shell,” she says. “There was real teamwork. We looked out for one another. My direct boss then would go out of his way to ensure I was fine. Welfare of staff was taken very seriously.”

During her fruitful years with the company, Mrs. Atteboh’s marriage was fruitful. She gave birth to five children. But she was not only a mother to her children. Her younger colleagues were her children too. ‘Mama Atteboh’, as she was called at work, was always looking after people. She clasps and unclasps her hands throughout our conversation, and I imagine those fingers punching away on typewriters.

When Mrs. Atteboh joined the company, there were no computers. Within the period that she worked, technological advancement caught up with her. The basic task of typewriting went through a succession of significant technological innovations, moving from old–style manual machines to electronic versions with limited memory to present–day word processing. It was a great technological change for her.

So how has retirement treated Mrs. Atteboh? “When I left Shell, I retired for good. I had spent 19 years working and I was done. I saw retirement as a time of relaxation. I know a few people who are still working hard even after having left Shell. I am not doing that. I am simply enjoying my retirement.”

But she is still active. To keep herself occupied, Mrs. Atteboh is involved with the Shell Pensioners Association. At various times she has held executive positions within the Association. She’s also involved in church activities.

What’s her advice to current Shell staff? “I would say they should do all they have to do while still working. Do not wait until you have retired to build a house. Start now to make provisions for the future.”

Six years after Mrs. Atteboh left Shell, she lost her husband. It happened suddenly. “I have been a widow for the past ten years,” she says. “Being a widow in Nigeria can be very challenging. But I find solace in God.”

She clasps and unclasps her hands again. And I remember the negative stories I read about widows in Nigeria. But Mrs. Atteboh is thankful to Shell for looking after her in retirement. “However, I wouldn’t mind an increment in my pension,” she says. “You can help pass the message to Shell leaders.”

Mrs. Atteboh also has a word for oil thieves and those destroying the industry. “These people should realise that Nigeria depends on the oil industry. They should be protecting it, not destroying it.”

When our chat is over, and my photographer and I make our way towards the door, Mrs. Atteboh strolls over to the meeting room where fellow pensioners are gathered for their monthly meeting and I can’t help but wonder if ‘Mama Atteboh’ is still mentoring younger pensioners…

by Anietie Isong
COMPLY, INTERVENE, RESPECT

Working together to achieve Goal Zero