

Nomination: 6839

PAE's got talent

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Pan American Energy
Additional Contacts I would also like to have others receive emails about the disposition of our entries.
Page: Entry Information
Entry Title PAE's got talent
Category B01 - B59 Achievement > B06 - Achievement in Competencies and Skill Development or Management
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required PAE is the main private producer, employer and investor in the energy industry in Argentina. The company also develops operations in Bolivia, Mexico and Brazil. It develops conventional, unconventional, onshore and offshore oil&gas fields; it has oil and gas pipelines, as well as oil and hydrocarbon derivatives terminals; it produces electricity and participates in the renewable energy sector. PAE operates the most modern refinery in South America. There, the sector's most important expansion and modernization project of the last 30 years has been completed. The company sells fuels (AXION brand) and lubricants (Castrol), in its more than 600 gas stations. It was the first company to offer charging points for electric cars. It also supplies the aviation, maritime, agricultural and transport industries, and manufactures products for petrochemical use. The evolution of PAE posed challenges that changed the role of Human Resources as a central support area. The main challenge is adapting to the mindset of continuous learning. In a business that's constantly changing, those who are part of PAE must learn new skills all the time, while those in leadership positions must change the way they look at their teams, understanding that not everyone learns in the same way.
b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required The PAE Human Resources talent management strategy is the result of a comprehensive reading of the industry done by the Department, the evolution of the company, the people who work in it and the labor market. The Oil&Gas sector is going through the "fourth industrial revolution," with the introduction of new players because of the growth of renewable energies and new conditions that require a technological transformation and the digitalization of production processes. Apart from the investments that PAE has been making in new geographies and productive sectors to accompany the energy transition, there's a process of internal digitization that will allow PAE to continue growing more efficiently, profitably and productively, on the one hand, and faster and more competitively, on the other, thinking ahead about the expectations and potential of those who will be responsible for running the business in the coming years. In this context, in 2021 Human Resources carried out an internal exercise to draw a roadmap for 2030 focusing on five areas: Uniqueness, Continuous Learning, Flexible Organization, Focus on Well-being and Transversal Technology. As a result, the department's role in the company was redefined and its strategic lines of work were determined. At the place where key business decisions are evaluated, the role of Human Resources has been transformed: it went from being a business partner to a business player, taking part in the genesis and construction of projects, anticipating the needs and the management of the talent required to achieve the proposed objectives.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

Human Resources has redefined its strategy in order to respond to the new needs of the business, and of external and internal talent.

Its objective is attracting, retaining and developing talent at all levels of the organization to accompany PAE's growth, and the evolution of the business and the industry. To meet the goals, HHRR carried out an exhaustive internal review, analyzed the market and implemented innovations:

TALENT REVIEW: The process allowed the company to understand which profiles they needed to attract and develop, as well as the requirements of each area. The diagnosis included defining the talent profile of those who work in the company and the charts of successors in leadership positions.

NEW LEARNING MODEL: The company's corporate university evolved toward a model more in line with the needs of the employees. Learning spaces were created to provide them with current and future skills, taking advantage of the training possibilities offered by technology.

CLOSENESS: Hard work was done to be close to the target profiles. Within the framework of a company in clear operational growth, it was necessary to bring PAE's value proposal closer to external talents.

LEADERSHIP DEVELOPMENT: The focus was placed on developing leadership with a more horizontal and humble style, which would provide more questions than answers and promote growth with an emphasis on uniqueness.

Therefore, HR organized its talent management strategy in three focus areas: |

1. TALENT ATTRACTION.
2. LEARNING.
3. TALENT DEVELOPMENT.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

PAE's GOT TALENT file details the objectives, strategy and actions implemented for talent attraction, continuous learning and talent development. The document shows the results that have led the Human Resources department to create the roadmap for 2030.

Human Resources organized its talent management strategy in three focus areas: TALENT ATTRACTION, LEARNING AND TALENT DEVELOPMENT.

Projects, activities and programs were implemented for each one:

1. TALENT ATTRACTION

- National and International Internship Program (video embedded)
- Supervised Professional Practices (video embedded)
- Online Event "One Day in Your Future"
- FIUBATON Innovation Competitions (of the School of Engineering of the Universidad de Buenos Aires) and Casatalentos
- Personal Brand Webinars
- Technical Webinars on Topics of Interest to the Industry
- Video Series Tips to Boost Your Job Search (video embedded)
- Participation in Job Fairs and Congresses

2. LEARNING FOCUS AREA

- The Energy Learning Center
- The Degreed platform
- Leadership programs
- Managers Development Program
- Leadership Development Program
- Operational Leadership Program

3. TALENT DEVELOPMENT FOCUS AREA

- Talent Review
- Program for Young Professionals
- Tech Academy (video embedded)
- Program "Potentiating your Development"
- New Leaders Onboarding

Webpage Link

<https://youtu.be/AB5wHlv1gEM> (<https://youtu.be/AB5wHlv1gEM>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://youtu.be/rtMfurQ5nxM> (<https://youtu.be/rtMfurQ5nxM>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

https://www.youtube.com/playlist?list=PL3AvJYniEJP_T4U9or3uklX3bmlraBiDB (https://www.youtube.com/playlist?list=PL3AvJYniEJP_T4U9or3uklX3bmlraBiDB)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

https://www.youtube.com/playlist?list=PL3AvJYniEJP_T4U9or3uklX3bmlraBiDB (https://www.youtube.com/playlist?list=PL3AvJYniEJP_T4U9or3uklX3bmlraBiDB)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

https://youtu.be/mhVPeGW_mQY (https://youtu.be/mhVPeGW_mQY)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

https://jobs.pan-american-energy.com/?locale=en_US (https://jobs.pan-american-energy.com/?locale=en_US)

Would you like to add an additional webpage link?**Supporting Document**

Download File (<https://stevies-sage.secure-platform.com/file/16548/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpUlkIjoxNjU0OEWxsb3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm91hivNr2futIiC1BYp5DxeEiI8?PAE-s%20got%20talent.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/17400/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpUlkIjoxNzQwMCMwYXsb3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm91q2ObYzJhIQ_qu27bto_s0bVGUS8mVUYMg0M?PAE%E2%80%99s%20got%20talent.docx)

Would you like to add an additional supporting document?

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