

PETRONAS Leadership Competencies Assessment Report for FY2019

STAFF DETAILS

Assessee Name : Amir Hamzah bin Ghazali
Assessee ID : 00113935
Position : Head (Operations)
Department : Operations
Division : Floating LNG
OPU/HCU :
Business Unit : Gas & New Energy

Evaluation Status:

Assessor(s) : 1 / 1

Leadership Competencies	Assessor(s)
Clear Thinking	Effective
Connected	Distinctive
Value Focused	Distinctive
Authentic	Effective
Overall Result	Effective

Feedback

Strengths (Appreciative Feedback)

Drive implementation of improvement initiative in PFLNG DUA project ie maximizing module completion before lifting, onshore cold test for LNG tanks. Through negotiation with main contractor, these improvement were implemented timely without giving any setbacks on project schedule. In fact, Amir and his team manage to keep the project ahead of schedule since early 2019 until today. A commendable achievement for a project of this scale.

Development Areas (Constructive Feedback)

Next set of challenge for Amir is to rally his team to safely and timely commission PFLNG DUA alongside with the constructors.

Action Plans

Activities

Safe commissioning and start up of PFLNG DUA

Timeline

Sail away - mid 2020
1st gas - July 2020
PA - Nov 2020

PETRONAS Leadership Competencies Assessment Report for FY2018

STAFF DETAILS

Assessee Name : Liau Min Hoe
Assessee ID : 00113301
Position : Head (Myanmar)
Department : Myanmar
Division : International Assets
OPU/HCU :
Business Unit : Upstream Business

Evaluation Status:

Assessor(s) : 1 / 1

Leadership Competencies	Assessor(s)
Transformative	Distinctive
Clear Thinking	Effective
Connected	Distinctive
Value Focused	Effective
Authentic	Distinctive
Overall Result	Distinctive

Feedback

Strengths (Appreciative Feedback)

1. Liau with his new vision of Myanmar asset growth through more efforts on exploration drive, seismic campaign, provided the new brighter outlook for Myanmar asset even beyond 2030.
2. Liau created a motivating environment by challenging his team to achieve superior results and exposing them to different work challenges outside Myanmar asset.
3. Liau is well connected to the relevant stakeholders - Government, Ministers, Partners and service providers.

Development Areas (Constructive Feedback)

1. Continue imparting and role modelling on shared values and PCB
2. Impactful and inspiring leadership

Action Plans

Activities

- 1. Continue with role as Country Head
- 2. To ensure delivery of key targets for 2019

Timeline

Throughout 2019

PETRONAS Leadership Competencies Assessment Report for FY2019

STAFF DETAILS

Assessee Name : Ong Swee Keong
Assessee ID : 00123713
Position : Principal (Petroleum Geosciences)
Department :
Division : Technical Assurance & Capability
OPU/HCU :
Business Unit : Upstream Business

Evaluation Status:

Assessor(s) : 1 / 1

Leadership Competencies	Assessor(s)
Clear Thinking	Distinctive
Connected	Developing
Value Focused	Distinctive
Authentic	Distinctive
Overall Result	Effective

Feedback

Strengths (Appreciative Feedback)

Ong is valued for his opinions and advice which is usually with sound underpinning and tied back to fundamental geology. He clearly keeps the end goal in mind and places advices and ideas in a business context. Ong talks about the PCB and ties his actions back to those. He stepped up on HSE and generally stepped up his efforts in work and completing not only assignments but also ideas that he came with and pushed. When Ong sets his mind to achieve something he will go all out to reach the target. Example is his determination to step up this year and further improve his EPM scores and final rating.

Development Areas (Constructive Feedback)

Connected: Ong gravitates towards a circle of people that he knows and where he is valued. A clear example would be the team in Sudan, who requested his presence in this country during certain times as the expert. Similarly in TAC Ong mostly interacts with the evaluation teams he knows well and with TAC members he is familiar with. Whilst this is all based on good report and track record, he is advised to embrace the new situation where new and outside team members can enrich team performance if properly embedded. Amongst others Ong would be key to that. Similarly where differences exist it would be best to resolve those positively. Similarly as a TAC member Ong has a task to coach and mentor. It would be good to further step up this role and connect solidly with those that he coaches.

Action Plans

Activities

Reconnect with coachee's to foster a positive coach-coachee relation, including a meeting schedule etc. (Re-)connect with new team members inside and outside TAC. Ong brings valueable insights that we need to share optimally.

Timeline

Ong's remaining tenure in TAC may be limited to about a year or so. Notable achievements on the above activities would be valued by the next periodic review.

PETRONAS Leadership Competencies Assessment Report for FY2018

STAFF DETAILS

Assessee Name : Marina binti Md Taib
Assessee ID : 00101445
Position : Head (Corporate Strategic Planning)
Department : Corporate Strategic Planning
Division : Corporate Strategy
OPU/HCU :
Business Unit :

Evaluation Status:

Assessor(s) : 1 / 1

Leadership Competencies	Assessor(s)
Vision and Strategy	Effective
Transformative	Effective
Clear Thinking	Effective
Connected	Effective
Value Focused	Effective
Authentic	Distinctive
Overall Result	Effective

Feedback

Strengths (Appreciative Feedback)

- Lives and demonstrates the Shared Values
- Strong ownership. Places PETRONAS first. Always on top of the issues
- Non judgemental, sees the best in people. Able to motivate her staff and invest time to develop them.
- Good networker and able to gain the trusts of her stakeholders.

Development Areas (Constructive Feedback)

- Driving 'shifts' for her department as part of continuous improvement e.g. more effective portfolio management and linking it to proactive M&A
- Focus on identifying the 'whitespaces' to create further growth opportunities to maximise shareholder value.
- Stepping up her role as the SKG02 advisor. To use that platform to identify potential leaders for further exposure at the centre.
- Further exposure to top level decision making through appointments to subsidiary boards.

Action Plans

Activities

- On the job; To develop and present a 'stretch' service plan for CSP for 2019.
- To be appointed a member of subsidiary boards e.g. PMTSB, KTSB.
- Initiate COP for Planners, leading it from the front.

Timeline

2019 - 2020