PETER K. VALLES

3 Broadweather Place The Woodlands, Texas 77382

281-465-9769

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GLOBAL CORPORATE LEARNING AND DEVELOPMENT MANAGER

A Global Learning position with emphasis on building capability in organizations while leveraging skills in Organizational Learning, Organizational Development, Learning, Coaching, Management of Change and Project Management.

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#### **PROFESSIONAL EXPERIENCE**

Royal Dutch Shell Upstream Americas Unconventional **-** *The Hague, NL – Houston, TX 2010 –Present* ***Regional Discipline Leader***

Primary roles:

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| The UA Development Planning discipline consists of a count of roughly 18 staff, Development Planners and technicians. The work scope ranges from assurance of major projects through operations support and geographically range across North and South America from Alaska to Argentina. There are three Development Planning Leaders, which are located geographically in the major hubs (Houston,Calgary and NO) to support the staff and Asset Teams, and numerous individual contributors located in the central team or deployed as embedded staff. |
|  | |
| * Act as cross-discipline Technical Liaison for the different directorates, DW, HO, XC and OG * Ensure Technical Authorities and Standards (and deviations to be approved) are in place (DCAF TA1) * Provide cross-UA regional discipline oversight and lead implementation of related initiatives * Drive development of regional capability in Development Planning and Front-Eng Project Management (FEPM) * Develop and implement discipline improvement plans from discipline health checks * Participate in global discipline leadership team * Accountable for deploying Development Planning staff * Responsible for MOR for the Development Planning discipline * Selectively participate external recruiting * Drive learning and development for the Development Planning and FEPM discipline * Insure UA-wide staff development is healthy. Selective staff development input (specialized and high potential technical staff) * Sponsor functional networks and other staff development/learning forums * Supervise, coach and manage the performance of direct reports and teams |

Shell Oil Company **-** *Bellaire Technology Center Houston, TX 2008 – 2010* ***Learning Leader - EP Americas***

Primary roles: Build long-term sustainable relationships with Shell business leaders and other client networks  
Design and deliver new and innovative formal and informal technical learning offerings in line with client demand and business dynamics in order to enable the client to optimize their performance  
Deliver programmes to increase technical competency in the EP Americas across 7 disciplines, HSSE, and Personal and Business Skills.  
Provide customized development support to individuals and teams with emphasis on blended & accelerated learning  
Develop business for EP Learning which is high-impact for the Group  
Establish and share best practice from inside and outside the Shell Group using the Ask, Learn, Share methodology  
Contribute to the development of a professional Learning organization by establishing professionalism and best practice to world class standard.

Deliver Coaching and Mentoring solutions to the business at senior levels. Build and maintain a coaching practice.

Institute aggressive succession development to address Shell’s “Crew Change”

Assist other regions in RDS Shell with Learning as appropriate using of knowledge management systems

Bring technical learning standards to Shell Canada

Implement the Shell Open University in EP Americas

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SHELL INTERNATIONAL EXPLORATION AND PRODUCTION **-** *The Hague, NL – Houston, TX 2005 –2007* ***Learning and Development Manager - Global Businesses***

Primary roles: Create and foster a continuous learning orientation and culture within the businesses. Develop and implement learning strategies which deliver improved business performance. Be a passionate champion of the EP Learning Strategy in EP Global Businesses and develop an aligned and integrated L&D strategy to support the needs of EP Global Businesses. Responsible for working with others to develop, propose and secure approval of the EP Global Businesses Learning Budget according to Global Process specifications. Focal point to ensure development and implementation of a consistent and operationally-oriented New Professional development program across EP Global Businesses. Ensure existing leadership development programs are deployed, supported and monitored. Evaluate and recommend programs for first time/new leaders and supervisors. Implement EP Exec and GB CEOs recommendations for programs and processes to address Enterprise First behaviors: Leadership, Accountability, Teamwork. Liaise with EP Americas to establish, fund and guide the America's Hub programs. Process owner for mentoring and coaching programs.  
Provide advice to management and staff on the full range of L&D tools and programs.

* Designed Onboarding Framework for New Technical Professionals-DEVELOP
* Designed and Implemented Experienced Hire Affiliation Process
* Implemented 2-day Onboarding for all newcomers to SIEP
* Received recognition for delivery-orientation with promotion November 2006
* Coached and Mentored High Potential Staff and Senior Leaders
* Led Mentoring Programme for New Technical Professionals
* Managed $3.5 million usd per annum budget for Leadership Development & Executive Coaching
* Assessed Capabilities using Competency Based Development to create 2 year L&D budget and Learning Plan
* Project-managed Workplace Learning intervention with Global Projects organization
* Introduced Workplace Learning, and coaching and mentoring to 1500 technical staff
* Managed senior talent diagnostic for top 50 leaders in Shell International
* Delivered Global technical course portfolio to the Americas Region
* Delivered Learning Fair to 1200 Technical professionals – February 2007
* Drove redesign of core technical program – EP00, Shell’s premier foundation course

SHELL INTERNATIONAL EXPLORATION AND PRODUCTION B.V. **-** *The Hague, NL 2001–2005*

***Organizational Learning Consultant –Collaboration Manager – Europe***

Create and maintain a Virtual Working Center of Excellence for Northwest Europe utilizing a mix of team, technology and virtual working best practices, project manage a mix of virtual working interventions at the individual, team, and business unit level, share best practices with other regions in EP, design and implement formal and informal learning interventions with business impact, operationalize the T3 Program for 5,000 employees, establish and grow Technical and Operationally Excellent global collaborative communities be the Knowledge Management focal point for Subsurface Knowledge Sharing Network and Production Global Community

* Created a Collaboration and Virtual Working Center of Excellence in Shell Exploration & Production
* Implemented Collaboration and virtual working for two Shell companies in Northwest Europe: EP Europe and Shell Energy Europe utilizing leading edge research and with business impact
* Developed a new global standard for virtual working, including formal and informal learning elements
* Successfully launched 3 Technical and Operational Global Communities of Practice
* Maintain Mentorship of 3 – 5 staff throughout year
* Provided Instructional Design for Transition workshops in Exploration Europe. Delivered the interventions

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SHELL TECHNOLOGY EXPLORATION & PRODUCTION. **-** *New Orleans -Houston 2000–2001*

***Organizational Development Specialist***

* Performed organizational diagnostic, and organizational design, which led to the development of the strategic framework for Shell Deepwater Services Inc, a global supplier of technology to the operating companies of RDS
* Managed $10 million usd core technical training for 1600 staff using mix of Shell and non-Shell vendors
* Designed, and executed 5 large conference engagements in collaboration with senior leaders
* Designed and implemented Supervisory training utilizing blended learning approach
* Coordinated key change activities using planning and project management skills
* Managed Coaching for Performance Contract and provided training and hands on coaching to senior leaders
* Provided ongoing Leadership team diagnostics and coaching to improve team dynamics and performance
* Led Shell Deepwater Communications effort on change and people

SHELL DEEPWATER SERVICES COMPANY. **-** *New Orleans -Houston 1998–2000*

***Organizational Effectiveness and Learning Leader***

* Led and project-managed an international team consisting of members from the U.S., the Netherlands, and Nigeria in the development of the Operational Readiness Plan for Shell Nigeria Exploration and Development’s Bonga Deepwater project. Budget $1.2 million usd
* Chartered and launched Operational Readiness Team for Bonga
* Managed a cultural and organizational diagnostic of the Shell Nigeria E & P organization
* Completed an Organizational Design Recommendation, which was approved by all stakeholders
* Introduced Workplace Learning to Shell Nigeria and brokered training in EP Americas Region
* Developed Cross-cultural blended learning program for Nigerian staff in US
* Mediated the Terms of Reference negotiation with Shell Transport and Shipping LTD, London, and

Shell Deepwater Services

* Conducted 4 Large-Conference Collaborative Learning Events for 1800 staff and leaders
* Created the business plan for year 2000-2001

SHELL EXPLORATION AND PRODUCTION COMPANY **-** *New Orleans 1994–1998*

***Team Effectiveness Consultant***

Shell Offshore Incorporated

* Partnered with leaders, teams and business units in the design and delivery of high -quality,

results-oriented interventions to achieve improved business performance, and enable change. Brought continuous improvement tools, techniques, methodologies, to the client through a process of ongoing assessment, diagnosis, design, delivery and implementation. Interventions were consistent with the client’s business goals, of lasting value, and brought about sustained changes in the bottom line

* Developed and facilitated the Business Model with an eight-member leadership team.
* Led Change Management process for the PRODCO redesign
* Personally coached selected members of the leadership team
* Conducted team-building workshops for Bonga Leadership team and direct reports resulting in a more cohesive and responsive leadership team

Shelf Central Asset Business Unit

* Created a high-performance team – Shell Offshore Operations Leadership Team
* Project-managed and led whole system design of Shell’s Bullwinkle Offshore production unit, delivered on time and on budget

Shelf West Asset Business Unit

* Facilitated the interaction of the Shell Business Model into asset teams
* Led the Enchilada production facility whole system design, on time, and fit for purpose
* Implemented “Climb to High Performance Teams” Survey and Scorecard
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#### **Education**

University of California, Los Angeles - **Master of Science in Geology**  1985

California State Polytechnic University, Pomona - **Bachelor of Science in Geology** 1983

Coaches Training Institute – Basic course curriculum 2008

Coaches Training Institute – Leadership graduate 2011

Coaches Training Institute – Certified Professional Coactive Coach 2012

Shell Mid-Level Leaderhsip Program graduate 2005

Miller-Howard Organizational Consulting School – Accredited 1995

Outward Bound Leadership Program 1996

Coaching for Performance, Personnel Decisions International– Accredited 2000

## **QUALIFICATIONS**

Managed 16 million usd Learning Budget for over 3200 staff

Conducted Capability Assessment for 3500 Technical and non-Technical staff

Project managed comprehensive HR Onboarding program for Technical staff: DEVELOP, AFFILIATION, and Onboarding

Experience in application of Accelerated Learning and Blended Learning in the course of instructional design

Project Managed and Implemented Workplace Learning concept in multiple segments of the business

Operational experience in leading and managing the Americas Learning Hub as Deputy Director

Extensive experience in organizational design utilizing whole systems model in operational and technical

Environments at senior levels in the company

Unique skill in coaching at executive and mid-management level: Certified Trainer, Accredited Coach with PDI

Master level facilitation skills coupled with years of experience in conflict resolution

Global experience working with other nations and multiple cultural settings e.g. US, UK, Norway, The Netherlands, Nigeria and Malaysia

Competency Based Development Certified Assessor and Program Manager

**awards**

President’s Award for Team Excellence Shell Oil Company 1997 & 1989

Certifications

Certified Professional Coactive Coach – CTI 2012

Organizational Engineer , I-OPT – Certification of Proficiency 2008

FIRO-B – Certified from OPP, Oxford, England 2004

Shell International Certified Coaching for Performance Trainer, PDI 2000

After Action Review – AAR Certified Shell Practitioner 1999

Shell Open Systems Workshop – Certified Trainer 1998

Presentations

Shell Exploration and Production Learning Conference 2005

Royal Dutch Shell Group Human Resources Conference, The Hague 2004

Symposium on Individual, Team, and Organizational Effectiveness 2001

Symposium on Individual, Team, and Organizational Effectiveness 2000

Symposium on Individual, Team, and Organizational Effectiveness 1999