Young Professionals Workshop
Pathways with Petroleum

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Perspectives on Young Engineers:

- **Expectations:**
  - Training… (this is very important for young engineers…)
  - Management… (you WANT to be the boss in 5 years (or less)…)
  - Mobility… (overseas/domestic assignments +/- 5 years…)
  - Balance of Life… (hardworking, but … not to death…)

- **Issues — Good:**
  - Networking… (opportunity to work with others…)
  - Service… (commitment to discipline and networking…)
  - Mobility… (more people are willing to relocate…)

- **Issues — Bad:**
  - Lack of Legacy Knowledge… (they want mentoring…)
  - Lack of Loyalty… (they will change jobs in a heartbeat… [if they could])

- **Issues — Ugly:**
  - Money… (state of industry → pay for play…)
  - Demanding… (EXPECT to be the boss in 5 years…)

![Cartoon Image]
Guidance on Knowledge Management:

**Old F*rts Won't be Around Forever:**
- Engineers aged 50+ have legacy knowledge, for example:
  - Complex well completion/drilling practices (not just cookbook).
  - Familiarity with reservoir behavior.
  - Understanding of uncertainty.
  - Unconventional reservoir development (in particular, tight gas).

**Reality Check:**
- You are expected to learn on your own... (you are paid to be functional...)
- You can expect to work 50-60 hours/week... (you are paid to work...)
- Training and mentoring are essential... (very few learn on their own...)
- Technology = f(Information access)... (information is not knowledge...)
- Expertise = f(experience, mentoring)... (knowledge is from experience...)

**Guidance:**
- Find a mentor... (the older (and "crustier"), the better...)
- Make a training/education schedule... (Get started NOW!)
- Meetings are an opportunity to listen... (don't just go through agenda...)
- List your biggest job challenges... (you can fix what you can't define...)
- Prioritize your goals... (talk (directly and often) to your mentor...)
- Take time away from the office... (go to the field or a conference...)
- When all else fails, e-mail a expert... (but (please) be specific...
Advice — The Difference Between Good and Great:

● Good:
  ■ Good MANAGERS do things right… (your strengths…)
  ■ Good LEADERS do the right things… (your values…)

● Great:
  ■ Great achievements = your desire to succeed… (fact of life…)
  ■ Great achievers make great sacrifices… (e.g., family…)

● Ambition:
  ■ Ambition is fine, but know your limitations… (trust me…)
  ■ There is always someone better… (differentiator is desire…)

Sometimes I think the surest sign that intelligent life exists elsewhere in the universe is that none of it has tried to contact us.
Advice — Perfection is the Enemy of Good Enough:

● Adapt to the Task:
  ■ You are no longer in school… (not being "graded"…)
  ■ You must work from incomplete data… (don't guess…)

● Learn How to Work:
  ■ You are paid to complete tasks… (don't waste time…)
  ■ You are paid to make decisions… (don't be afraid…)
  ■ You will make mistakes… (never put others at risk…)
  ■ You will get your hand slapped… (it happens…)
  ■ You are only as good as your last time at bat… (sorry…)

Calvin: If people sat outside
and looked at the stars each night,
I'll bet they'd live a lot differently.

Hobbes: How so?

Calvin: Well, when you look into infinity,
you realize that there are more important things
than what people do all day.
Industry Cycles: The "13-Year Rule"

Comparison of Various (Normalized) Historical Data
(13-year "Downturn" Cycles in US Oil Industry Superimposed)

Discussion: (these bullets were written in 2006…)

● Energy (in particular, oil and gas) are commodities, part of life...
● Cycles are loosely correlated with GDP change/US unemployment…
Industry Cycles: *Lagged Trends* *(Volatility in Oil Prices Precede Other Effects)*

**Comparision of Various (lagged) Historical Data**

*(Oil Price = Reference)*

**Discussion:**
- Unemployment, Gold Price, and GDP change are lagged with oil price.
- Similarity in oil and gold prices — lagged due to gold being a "response" variable.
- Comment — this price downturn could last at least another year.
Who Am I: Tom Blasingame

● Role:
  ■ Robert L. Whiting Professor, Texas A&M U.
  ■ B.S., M.S., and Ph.D. degrees from Texas A&M U. (PETE)

● Counts: (Nov 2015)
  ■ 57 M.S. (thesis) and 32 M.Eng. (report, non-thesis) Graduates
  ■ 13 Ph.D. Graduates
  ■ Over 140 Technical Articles

● Recognition:
  ■ SPE Distinguished Member (2000)
  ■ SPE Distinguished Service Award (2005)
  ■ SPE Distinguished Lecturer (2005-2006)
  ■ SPE Uren Award (2006)
  ■ SPE Lucas Medal (2012)
  ■ SPE DeGolyer Distinguished Service Medal (2013)
  ■ SPE Distinguished Achievement Award for PETE Faculty (2014)
  ■ SPE Honorary Member (2015)
  ■ SPE Technical Director for Reservoir Description and Dynamics (2015-2018)

● Current Research Activities: (Nov 2015)
  ■ Production Performance Analysis for Shale/Tight Reservoir Systems
  ■ Flow Phenomena in Ultra-Low Permeability Reservoir Systems
  ■ Correlation of Permeability with Mercury Injection Capillary Pressure
  ■ Performance Behavior of Naturally Fractured Reservoir Systems
  ■ Development of Time-Rate-Pressure Relations for Unconventional Reservoirs
  ■ Numerical Modeling of Ultra-Low Permeability Reservoir Systems
  ■ Correlation of Production Metrics with Completion Parameters
Career: Tom Blasingame

● Rough Start:
  ■ I am the proud recipient of a Louisiana public school education…
  ■ I would trade grades with any of you from my first 2 years at university…
  ■ There were no jobs (sort of like today)…

● Early Career:
  ■ I LOVED graduate school — no doubt, the best learning period of my life…
  ■ Being a post-doc was not much fun — but I made the most of it…
  ■ I became a faculty member essentially by accident (a hiring freeze in Texas)…
  ■ Being a young faculty member was the most stressful time in my life…
  ■ There are some really bad and some really good role models out there…

● Mid-Career:
  ■ I was "assigned" a position with responsibility but no authority…
  ■ I made a lot of people mad — not by design, but I am pretty good at this…
  ■ Find people of character and surround yourself with them…
  ■ Make sure you keep your technical edge…
  ■ There is a path for everyone — you will find it, or it will find you…

● etc.:
  ■ Having kids was unplanned, but this is (by far) the best part of my life…
  ■ I have been fired twice (both times for insubordination)…
  ■ I always try to be kind, everyone has their demons…
  ■ Anything I wanted that I did not achieve was not really right for me…
  ■ I think I am the patron saint of lost causes (I am magnet for problems)…
  ■ People always come before everything else with me… (re-read the line above)
Last Words: Tom Blasingame

Everybody just wants to be liked and accepted.

Except for Tom

Tom doesn't give a $#!*.

Found on the Internet...
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End of Presentation

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