



## 2016 Workforce Training & Development Forum

October 19-20, 2016  
Marathon Petroleum, Kemah, TX

Schedule	Presentations and Discussion Topics		Speakers
<b>Day One</b>			
8:00 – 10:00 am	Topic 1 – 212°F - Applying one extra degree of temperature to water means the difference between something that is simply very hot and something that generates enough force to power a machine.		Facilitator: Tracy Torisk, Valero
	<b>Break – 30 minutes</b>		
10:30 – 12:00 pm	Topic 2 – FLS Training and Development		Facilitators: • Raymond Andrews, Lyondell • John Finck, Lyondell • Mark Staes, Lyondell • Mark Olson, Lyondell
	<ul style="list-style-type: none"> <li>• Identification: Step-up Pool – like minded individuals</li> <li>• Experience: Shadowing- Experiential Knowledge</li> </ul>	Formal Training: Technical, Supervisory, and Leadership	
12:00 – 1:00 pm	<b>Lunch</b>		
1:00 – 2:00 pm	Topic 3 - Training for Managers & Superintendents <ul style="list-style-type: none"> <li>• Technical Training</li> <li>• Leadership Training or both</li> </ul>		Facilitators : • Tyler Veenstra, Marathon • Duane Shafer, Marathon
	<b>Break – 15 minutes</b>		
2:15 – 3:45 pm	Topic 4 – Simulators World – Keeping Evergreen - Panel <ul style="list-style-type: none"> <li>• What works, what does not</li> <li>• Development of simulations that capture implicit knowledge</li> <li>• How'd you arrive</li> </ul>		Panelists : • Tom Markee, Tesoro • Mike Martino, Marathon • Mark Staes, Lyondell • Tracy Turner, Lyondell
4:00 – 5:00 pm	Topic 5 - Teaching critical thinking <ul style="list-style-type: none"> <li>• Consider a critical thinking activity for the group</li> <li>• Include hazard recognition</li> <li>• Share best practices for stimulating critical thinking, ask attendees for examples</li> <li>• Share how to make critical thinking a trait of the organization</li> </ul>		Facilitators : • Tom Markee, Tesoro • Ken Jackson, Tesoro
5:30 – 7:00 pm	<b>Networking Event</b> <b>South Shore Harbour Resort</b>		



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Day Two				
8:00 – 10:00 am	Topic 6 – The Next Five Years <ul style="list-style-type: none"> <li>• Training priorities</li> <li>• Envision 2021</li> <li>• Greatest training needs</li> <li>• Challenges and opportunities presented by generational change</li> <li>• What tools are available?</li> <li>• What tools are needed?</li> </ul>			World Café Facilitator – Carley Sherry, Sinclair
	Break – 30 minutes			
10:30–12:00 pm	Topic 7 - Methodology and training materials - members' examples <ul style="list-style-type: none"> <li>• Field Trainer Roles and Responsibilities</li> <li>• Operator Evaluations</li> <li>• Incumbent Operator Training</li> </ul>			Facilitator: Ianthia Hester, Marathon
12:00 – 1:00 pm	Lunch			
	Presentations and Discussion Topics	Speakers	Presentations and Discussion Topics	
	Field Trainers		Management	
1:00 – 2:30 pm	Topic 8 – Advantage of the 6-D's in Training <ul style="list-style-type: none"> <li>• Review the 6 Disciples of Breakthrough Learning</li> <li>• Application of the 6 Disciples into new and existing programs</li> </ul>	Facilitator: Tyler Veenstra, Marathon	Topic 9 - Evaluations of trainers and trainees (and types of evaluations) <ul style="list-style-type: none"> <li>• Feedback loop - best practices</li> </ul>	Facilitator: Carley Sherry, Sinclair  Panel: <ul style="list-style-type: none"> <li>• Troy Waters, Topsoe</li> <li>• Tracy Torisk, Valero</li> </ul>