



TRIPLE
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ANGUS GILLESPIE RUNS HIS 100TH MARATHON

The Vice President CO₂ Strategy has been running daily for nearly 30 years. He completed his 100th marathon in Rotterdam on April 10. According to Angus Gillespie (age 48), running not only keeps him physically fit, it also helps him to analyse and solve work-related issues.

Q What's so great about running marathons?

"It's the best possible fun one can have without resorting to vice! It's the training rather than the marathons per se where the enjoyment lies for me. Eighty per cent of the attraction is in the preparation and 20 per cent in the actual events. I enjoy the demand for discipline and the many challenges that can be created in terms of time, distance and speed. Running means time on my own to relax, reflect and prepare for the day ahead. It's said to be a great way of dealing with stress at work so perhaps my running has been a form of occupational therapy. When faced with a difficult question, I often say: 'Let me run on it'."

Q How do you combine your demanding job with your training schedules?

"Training combines well with my job. I'm a morning runner and am usually on the streets by 5.45 a.m. My early rises started when my daughter was born and I realised I could create time by rising earlier. Although I might work late, I always, always have my morning run before I begin. I run almost every day, regardless of the weather and how I feel: I think I've missed maybe one or two days due to illness in the past 30 years. Running also combines well with travelling. Over my years with Shell, I've been privileged to run in some of the most scenic – and some of the ugliest – spots imaginable."

Q Would you advise colleagues to start running marathons?

"Absolutely – in fact, I 'threaten' my own team to include at least 10Ks in their IDPs! If people have the physical capability, I would encourage them all to try at least one marathon. I don't think any non-runners have actually started running because of me, but I have inspired co-workers who were already running to do a 10K, a half marathon or even a marathon. You learn a lot about what the body can be trained to do and how to endure pain. In addition, it clears your mind and allows you time to think: always a good thing when you have a demanding job to do or a demanding boss to manage!" GK

GRADUATE PROGRAMME UPDATED

"The best in their disciplines"

"In 10 years' time we should be able to say that the graduates who have followed this Shell programme are the best in the world in their respective disciplines." This is the ambition that Project Manager Lourens Boot has for the Shell Graduate Programme launched in late April.

This Shell-wide programme is designed to help young recent graduates become fully skilled professional experts. In the course of the programme they'll develop competences, work on development processes and carry out specific assessments.

The Graduate Programme is intended at present for the technical disciplines in the business and will be phased in over the coming months. Tailored programmes for graduates in corporate and commercial positions will follow in 2012. Ultimately, Shell aims to become an even more attractive global employer for young graduates seeking good career prospects.

Why all this effort? "The former graduate programme was too general for use in the technical segments of our business," Lourens answers. "Competences were sometimes too unclear, and it was not sufficiently structured. Consequently the professional development of the graduates was too much a matter of chance.

Someone with an ambitious boss or supervisor was all right, but others were left to their own devices, so to speak. That had to change."

Name and fame

In designing the new programme, Lourens's project team took their inspiration from Shell Upstream's Wells Programme. "This has now acquired a tremendous name and fame in the exploration world. Graduates who have gone through this intensive programme are regarded as the world's best well engineers. As a first step, we aim to link that programme's intrinsic quality to graduate development processes in other technical disciplines, of which there are 25 at Shell."

Participating graduates will draw up an agreement specifying their curriculum and clearly summarising the goals. "As a rule we set two and half years aside for a personal programme of this nature," says Lourens. "But shorter or longer isn't a problem. The intention is that everyone must pass!"

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HR UPDATES

■ **THE EMPLOYEE REFERRAL PROGRAM** gives colleagues a financial reward if new Shell employees are recruited through their mediation. The ERP has now been reactivated after an inoperative period.

▣ For more information, see: [Shell Online ▶ Human Resources ▶ Employee Referral Programme](#)

■ **REPORTING SICK, REPORTING RECOVERY**

Sickness must be reported as soon as possible, at the start of normal working hours at the latest, by telephone to the (immediate) line manager and Shell Health. Shell Health will then enquire about the nature of the sickness. Recovery must be reported to the (immediate) line manager and Shell Health on the first day of resuming work.

▣ For more information, see: [HR Online Home ▶ My Time & Attendance ▶ The Netherlands Leave & Absence Policies ▶ Sickness](#)

■ The allowance towards the costs of using **CYCLE SHEDS** (for public transport commuting purposes) is being increased from €182 to €198 p.a. (for new contracts).

▣ For more information, see: [HR Online Home ▶ My Benefits ▶ The Netherlands Commuting ▶ Public Transport ▶ Information and forms Public Transport](#)

■ **BUSINESS TRAVEL** All employees in Company service qualify for the business travel arrangements. The most efficient method of travel is selected in consultation with the (immediate) line manager. Public transport is made use of as a rule. If, for business reasons, it is preferable to travel by car, a hired, leased, Company or privately owned car may be used. Prior permission from the (immediate) line manager has to be obtained in this case. The use of motorbikes with two or three wheels for business travel is explicitly not allowed according to the Road Safety Standards.

▣ For more information, see: [HR Online Home ▶ HR policies ▶ The Netherlands Policies ▶ Business Travel ▶ Domestic Business Travel: means of transport](#)

■ **HR ONLINE HINTS & TIPS**

If you'd like to send a link to an HR Online page to a colleague, just click on "Send to Colleague" at the bottom of that page. An e-mail with a direct link to that page will then be displayed. The recipient of the e-mail only needs to click on the link to open the page, provided he or she has the same rights of access to that page.

If you'd like to store a page as a favourite for ease of retrieval, just click on "Add to Favorites" at the bottom of the page. It can then be readily retrieved via the "My Favorites" option in the top r.h. corner of HR Online. N.B.: this is a different application than the one for favourite internet sites.