IHS GLOBAL MALAYSIA

DIVERSITY MATTERS

THE appointment of Vimaleswari Ramasamy (fondly known as Vimi) in January 2015 as the first Malaysian female managing director at the Penang-based “Centre of Excellence” for IHS Malaysia is a testament that diversity is top of mind at this MNC. The Universiti Sains Malaysia alumna speaks with great enthusiasm about her role, and being a pioneer in her field is nothing new to Vimi as she was also the first female test equipment development engineer when she started her career at a large MNC in Penang. Since joining IHS, Vimi has spearheaded various programmes to encourage women to grow and develop in their careers and to promote a diverse and inclusive working environment at IHS.

As one of the world’s leading energy companies, Shell recognises the importance of a diverse workforce with a balanced gender representation. Shell aims to create a workforce that mirrors the communities in which it operates, which will help them to better understand and build relationships within the communities. Diversity is also regarded as a necessity for sustainable growth and provides a platform for creativity and innovation.

Shell faces similar challenges as other employers in the Oil and Gas sector in recruiting and retaining female talent. The Oil & Gas industry is generally perceived as being more male-dominated and not seen as an industry of choice for female talent. As a result, there is a limited talent pool of senior technical women and a shortage of women role models. Given this situation, Shell has in place specific programmes to achieve 50% female workforce and 20% female representation in senior management.

SHELL GRADUATE PROGRAMME

BUILDING FUTURE FEMALE LEADERS

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SHELL GRADUATE PROGRAMME (SGP)

The Shell Graduate Programme is tailored to the needs of each skill pool or discipline and focuses on personal and professional development of graduate hires. Each area has its own tailored development framework based on a standardised global Shell structure, with the eventual aim of creating highly competent, professional and best in class leaders.

IN SEARCH OF REMARKABLE GRADUATES

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THE OUTCOMES

The focused campaign has proven to be successful, with a significant increase in female graduates hired since 2007 into the Shell Graduate Programme. Additionally, of the female graduates hired since 2007 into the Shell Graduate Programme:

- 64% in managerial or team leader equivalent positions.
- 25% are in Mid to Senior Management.

Prashanthini Sunderan, a Subsea Controls Engineer on the Shell Graduate Programme, who worked on the commissioning and start-up of the Gomusut-Kakap deep-water installation off the coast of Malaysia, the first of its kind for Shell in the country.

WINNER BEST INITIATIVE

“I found I was doing real work and making a contribution straight away. No one is thrown in at the deep end, though. When you’re new you’re given guidance and you can ask for feedback if you need help. I also had a technical coach assigned to me.”

Shell Graduate Programme is an example of a successful programme which is making progress in meeting Shell global diversity targets, i.e. percentage of women in senior leadership, percentage of countries with local nationals in senior leadership and continuous improvement with respect to workplace inclusion.

DIVERSITY IN THE WORKFORCE AT IHS

- Women make up 54% of IHS workforce in Malaysia, with recruitment of women maintained at more than 50% in 2013 and 2014.
- Over 50% of newly promoted staff in Malaysia are women.
- Women’s Mentoring Circle targeting women managers and high potential women to build a circle of women leaders who can tap on each other’s experiences and thrive together. Each mentoring circle is sponsored and run by a senior leader who meets with their members every other week.
- Set up the High Potential Senior Women Leaders (HUL) version which aim to understand the needs of women employees and create specific programmes to develop them to take up leadership roles.
- Diversity Training is provided for leaders to create awareness and understanding of diversity issues and to promote a better appreciation towards the need for diversity.
- Diversity Focus Group is set up to introduce diversity in the office. This takes into consideration that people are more inclined to express their opinions about sensitive issues in small groups.
- Various flexible work arrangements, family-friendly facilities and work-life benefits are made available to allow employees manage work-life integration, increase productivity and maintain employee engagement.
- Through various initiatives, IHS Malaysia successfully promotes a diverse and inclusive corporate culture.

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ABOUT ICARE

- An innovative Career Comeback Programme to facilitate women returnees to return to the workforce, co-funded by TalentCorp.
- ICARE consultants (career returnees) are an extension of the Global Direct Sourcing team.
- IHS to provide necessary support including technical and product training, and assigning them to mentors and buddies to facilitate them back to work.
- ICARE consultants are given the flexibility in working hours and work location.
- ICARE consultants get paid based on their deliverables, measured by the number of shortlisted resumes and successful hires.

Brought to you by TalentCorp
For more information on Shell Malaysia’s initiatives, please visit flexWorkLife.my/resources/case-studies