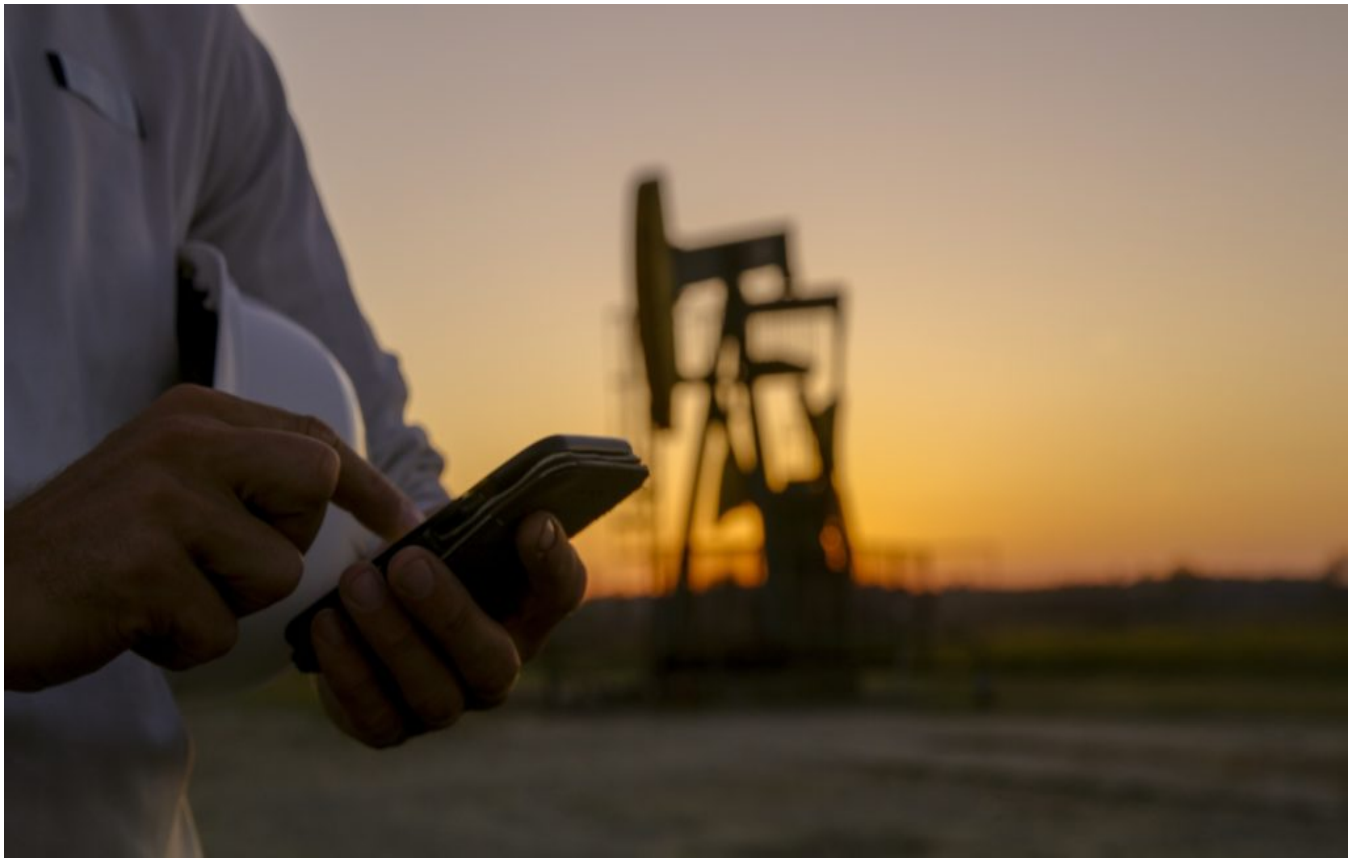
CASE STUDY

Organizational Capability Strategy and Deployment

How we developed and implemented strategy to stand up a new global organizational capability organization and more.



WHAT YOU WILL READ

The challenge · The outcomes · How we did it · Competencies applied

THE CHALLENGE

- Our client was undertaking a global reorganization of their drilling and completions division and Boxley Group facilitated a shift from a regional to a central control model. In the regional model, the client experienced broken processes across multiple HR data systems, along with limited reporting and metrics tracking capabilities.

THE OUTCOMES

- New global employee on-boarding program standardizing content and reducing program cost
- Centralized view and control of worldwide vacancies
- Simplified processes for review and decision on global moves
- Strategic staff model program for targeting new hires for specialized development programs
- Standardized reporting for more clear decision making around personnel moves and resource planning



HOW WE DID IT

- Developed and implemented strategy to stand up new global Organizational Capability organization
- Worked with new leaders to develop and document new global people processes for managed moves and global new employee on-boarding program
- Worked with Gulf of Mexico organization to develop processes and system to track personnel and provide scenario planning on resource deployment
- Developed central databases with information on personnel competencies and position preferences to facilitate global resource allocations
- Coordinated global resource planning for all petri-technical disciplines
- Developed performance management tools and staffing model supporting resource allocation and strategic staffing
- Provided business analysis support to restructure HR databases to facilitate standardized reporting

COMPETENCIES APPLIED

Strategy and Planning **Process Optimization** **Information Management**

Organizational Design and Capability **Project and Program Management**



DISCUSS A SIMILAR CHALLENGE: INFO@BOXLEYGROUP.COM