CASE STUDY

OCM for Key Documents & Collaboration Solution Deployment

CLIENT: MAJOR GLOBAL ENERGY COMPANY

The project far exceeded the expected benefit and is saving the business thebusiness over $25 million dollars per year.



WHAT YOU WILL READ

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

THE CHALLENGE

- As a major component of their upstream Data Foundation (for unstructured data), the Reservoir Management function was configuring and deploying a SharePoint based Information ManagementSolution and the associated new business processes to all Strategic Business Units worldwide.
- 45 deployment locations throughout the globe with over 4500 users.
- Alignment of the technology, leadership, organizationalcapabilities, and new ways of working.
- Very aggressive global deployment schedule.
- Well entrenched legacy systems and processes.

THE OUTCOMES

- The project far exceeded the expected benefit and is saving the business thebusiness over $25 million dollars per year.
- The project reached the "break-even" point before full deployment.
- The OCM model has become a Best Practice for the organization and is being duplicated across future Projects



HOW WE DID IT

- Identified adoption measurement criteria and targetsfrom the project's objectives, applied a monetary value to the level of adoption, and measured over time to ensure full adoption within each Business Unit.
- Created a standardized Behavior Change Management model and the associated tools and templates to be used for each unique deployment.
- Hard--wired the Behavior Change Management activities and resources into the overall deployment planto
- gain synergies within the program and minimize impact on the business.
- Assembled and deployed a coordinated team across each geographicdeployment areas to minimize travel time and expenses, yet maximize project knowledge, and maintain business continuity.
- Provided foundational Organizational Capability level,assessed individual OC, identifiedgaps and action items, and monitored OC over time to ensure individuals obtained the knowledge needed to be successful.

COMPETENCIES APPLIED

Organizational Change Management **Process Optimization**

Organizational Design and Capability **Information Management**

PHOTO

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DISCUSS A SIMILAR CHALLENGE: INFO@BOXLEYGROUP.COM