CASE STUDY

Organizational Capability Strategy and Deployment for Global Drilling & Completions

CLIENT: MAJOR GLOBAL ENERGY COMPANY

New global employee on-boarding program standardizing content and reducing program cost



WHAT YOU WILL READ

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

THE CHALLENGE

- Global reorganization of Drilling & Completions division
- Shift from a regional control model to central control
- Multiple HR data systems and broken processes
- Limited reporting capability

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 planni ng



HOW WE DID IT

- Provided strategy and project management & resources to stand - up new global Organizational Capability organization
- Worked with new leaders to develop & document new global people processes for managed moves & global new employee on-boarding program
- Worked with GOM organization to develop processes & 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 worldwide resource planning for all petro-technical disciplines globally
- Developed performance management tools and staffing model supporting resource allocation & strategic staffing
- Provided business analysis support to restructure HR databases to facilitate standardized reporting

COMPETENCIES APPLIED

Strategy Implementation | **Organizational Design and Capability** | **Process Optimization** | **Information Management** | **Project and Program Management**

PHOTO

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DISCUSS A SIMILAR CHALLENGE: INFO@BOXLEYGROUP.COM