CASE STUDY

Restructuring US Organization to Align with Growth Strategy

CLIENT: LARGE INDEPENDENT E&P COMPANY

New US organization with documented roles



WHAT YOU WILL READ

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

THE CHALLENGE

- Consolidating two US offices into one location in Houston, Texas
- Leadership change (new President)
- Issues with organization span of control
- Growing Gulf of Mexico E&P operations

THE OUTCOMES

- New US organization with documented roles
- Consistent messaging
- Adherence to company values throughout process; minimized business disruption

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HOW WE DID IT

- Led series of workshops with Executive team to facilitate efficient and fair process
- Interviewed employees to identify opportunities for the company
- Designed options for organizational changes
- Directed change management effort for messages and Announcements

COMPETENCIES APPLIED

Organizational Change Management **Process Optimization**

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DISCUSS A SIMILAR CHALLENGE: INFO@BOXLEYGROUP.COM