CASE STUDY

Global Competency Management for Safety Critical Roles

CLIENT: CHEVRON

Delivered a world class competency management program across D&C



WHAT YOU WILL READ

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

THE CHALLENGE

- Chevron D&C lacked visibility into the competencies of individuals and the organization
- Unable to objectively measure and quantify competencies
- HSE regulatory rules changed to actually verify and assure competencies with evidence
- Compensation models based on experience and subjective measures rather than competency

THE OUTCOMES

- Delivered a world class competency management program across D&C
- Gave D&C competency visibility for individuals, teams, and the D&C business globally
- Greatly enhanced D&C ability to verify and track competencies and competency gaps across the organization
- Enabled Chevron to effetely target training which cut the cost of training across D&C



HOW WE DID IT

- Engaged D&C managers and engineers to understand needs, gaps, and past attempts to implement competency programs and their lessons learned
- Used our industry knowledge, client experiences, and HSE capabilities to formulate a comprehensive approach to deliver a world class solution
- Developed our CompetencyIQ platform to support Chevrons requirements
- Successfully deployed CompetencyIQ across D&C globally where it was fully adopted

COMPETENCIES APPLIED

Oil and Gas Domain Knowledge - Field Operations

Organizational Design, Capability & Change Mgmt.

Process Optimization Boxley Group Awarded Chevron Clear Leader Award



DISCUSS A SIMILAR CHALLENGE: INFO@BOXLEYGROUP.COM