

# “OCM for Key Documents and Collaboration Solution Deployment”

*Client: Major Global Energy Company*

<b>Client Challenge</b>	<ul style="list-style-type: none"> <li>• As a major component of their upstream Data Foundation (for unstructured data), the Reservoir Management function was configuring and deploying a SharePoint based Information Management Solution and the associated new business processes to all Strategic Business Units worldwide.</li> <li>• 45 deployment locations throughout the globe with over 4500 users.</li> <li>• Alignment of the technology, leadership, organizational capabilities, and new ways of working.</li> <li>• Very aggressive global deployment schedule.</li> <li>• Well entrenched legacy systems and processes.</li> </ul>
<b>Boxley Group Action</b>	<ul style="list-style-type: none"> <li>• Identified adoption measurement criteria and targets from 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.</li> <li>• Created a standardized Behavior Change Management model and the associated tools and templates to be used for each unique deployment.</li> <li>• Hard-wired the Behavior Change Management activities and resources into the overall deployment plan to gain synergies within the program and minimize impact on the business.</li> <li>• Assembled and deployed a coordinated team across each geographic deployment areas to minimize travel time and expenses, yet maximize project knowledge, and maintain business continuity.</li> <li>• Provided foundational Organizational Capability level, assessed individual OC, identified gaps and action items, and monitored OC over time to ensure individuals obtained the knowledge needed to be successful.</li> </ul>
<b>Results</b>	<ul style="list-style-type: none"> <li>• The project far exceeded the expected benefit and is saving the business over \$25 million dollars per year.</li> <li>• The project reached the “break-even” point before full deployment.</li> <li>• The OCM model has become a Best Practice for the organization and is being duplicated across future projects</li> </ul>
<b>Boxley Group Competencies</b>	<ul style="list-style-type: none"> <li>• <b>Organizational Change Management</b></li> <li>• <b>Organizational Design and Capability</b></li> <li>• <b>Process Optimization</b></li> <li>• <b>Information Management</b></li> </ul>