

# “Organizational Capability Strategy and Deployment for Global Drilling & Completions”

*Client: Major Global Energy Company*

<b>Client Challenge</b>	<ul style="list-style-type: none"> <li>• Global reorganization of Drilling &amp; Completions division</li> <li>• Shift from a regional control model to central control</li> <li>• Multiple HR data systems and broken processes</li> <li>• Limited reporting capability</li> </ul>
<b>Boxley Group Action</b>	<ul style="list-style-type: none"> <li>• Provided strategy and project management &amp; resources to stand-up new global Organizational Capability organization</li> <li>• Worked with new leaders to develop &amp; document new global people processes for managed moves &amp; global new employee on-boarding program</li> <li>• Worked with GOM organization to develop processes &amp; system to track personnel and provide scenario planning on resource deployment</li> <li>• Developed central databases with information on personnel competencies and position preferences to facilitate global resource allocations</li> <li>• Coordinated worldwide resource planning for all petro-technical disciplines globally</li> <li>• Developed performance management tools and staffing model supporting resource allocation &amp; strategic staffing</li> <li>• Provided business analysis support to restructure HR databases to facilitate standardized reporting</li> </ul>
<b>Results</b>	<ul style="list-style-type: none"> <li>• New global employee on-boarding program standardizing content and reducing program cost</li> <li>• Centralized view and control of worldwide vacancies</li> <li>• Simplified processes for review and decision on global moves</li> <li>• Strategic staff model program for targeting new hires for specialized development programs</li> <li>• Standardized reporting for more clear decision making around personnel moves and resource planning</li> </ul>
<b>Boxley Group Competencies</b>	<ul style="list-style-type: none"> <li>• <b>Strategy Implementation</b></li> <li>• <b>Process Optimization</b></li> <li>• <b>Project and Program Management</b></li> <li>• <b>Organizational Design and Capability</b></li> <li>• <b>Information Management</b></li> </ul>