



Knowledge Management Offering

“Mistakes are made for learning, not repeating”

Introduction

The demographics of the oil and gas industry are rapidly changing. The Society for Petroleum Engineers (SPE) estimates that between 1980 and 1998 the population of people working in the oil and gas industry fell from about 700,000 to 300,000. In 2012, the peak (mode) age of petroleum engineers and geoscientists was 60 years, versus only 45 years in 2000, according to Pete Stark, VP of Industry Relations at HIS. In the next 10 years, 231,000 years of cumulative experience and knowledge will be lost to the industry due to retirement. Companies who embrace Knowledge Management as a strategic tool will benefit from reduced risk and increased organizational capability.

The Problem - The Big Crew Change...

Retiring Workforce	Workers with technical skills and experience exiting the industry forever
Young Talent	Where available, new talent lacks knowledge in company and industry norms
Repeating Costly Mistakes	“Lessons learned” are unlearned if not effectively transferred to the new generation of professionals
Industry Upswing	Workforce knowledge gap will impede ability to keep up with increased world demand

The business impact of mistakes is compounded by activity level.

Our building blocks for KM solutions emphasize people and long term sustainability to deliver measurable value.



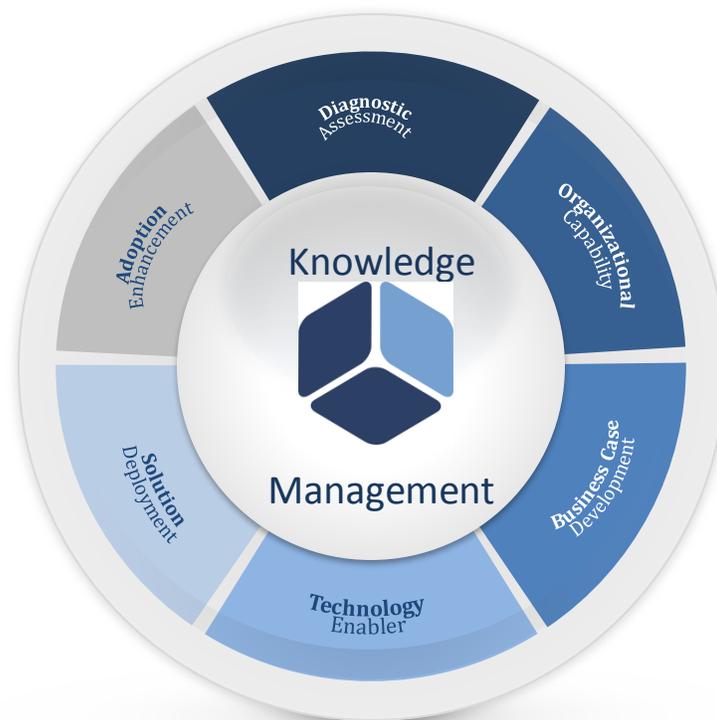
The Solution – Boxley Group’s customized Knowledge Management Programs

Knowledge Management facilitates the processes by which knowledge is created, captured, shared, and used in organizations. It ensures that people have the knowledge they need, where they need it, when they need it – the right knowledge, in the right place, at the right time. Knowledge Management includes an element of expert review and distillation, which is differentiated from Information Management.

Successful Knowledge Management requires an integration of People, Process, and Technology. An engagement begins with a Knowledge Audit to determine the needs, gaps, threats, and risks. Boxley Group then provides customized, multi-tiered plans that enable organizations to effectively transfer knowledge in a thoughtful and thorough manner. Ultimately, the aim of Boxley Group is to institutionalize all Knowledge Management solutions.

The Boxley Group Solution

- Deep industry knowledge forms the foundation for all our solutions
- Cross-Functional with strong emphasis on key processes
- Based on how people want to find and view information
- People-focused; enabled by technology
- Designed for sustainability
- Fit for purpose



Conclusion

The ability to adapt to change is a key component giving organizations the ability to stay competitive in an ever-changing and more complex business environment. Backfilling exiting executives and line-level employees in a thoughtful manner is the reality of the new oil and gas industry. Boxley Group’s experienced Knowledge Management offerings enable Companies to strategically transfer corporate and industry knowledge to the next generation of oil and gas professionals, ensuring a valuable asset remains within the organization while reducing the risk of avoidable mistakes and downtime.