

# “Restructuring US Organization to Align with Growth Strategy”

*Client: large Global Independent E&P Company*

## Client 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

## Boxley Group Action

- 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

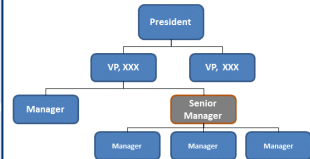
## Results

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

## Boxley Group Competencies

- **Organizational Change Management**
- **Process Optimization**

### Organization Option A



Criteria	Impact
Address pain point	⊖
Office culture	⊖
Efficient interfaces	⊖
Execute strategy	⊖
Scalability/flexibility	⊖
Decision speed	⊖
People capabilities/opportunities	⊖
Less bureaucracy	⊖
Knowledge Mgmt	⊖

**Comments:**

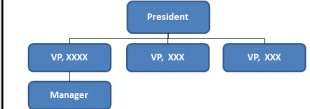
- Xxx
- xxx

**Implementation considerations:**

- Xxx
- xxx

Legend: ⊖ Negative, ⊖ Neutral, ⊖ Positive

### Organization Option B



Criteria	Impact
Address pain point	⊖
Office culture	⊖
Efficient interfaces	⊖
Execute strategy	⊖
Scalability/flexibility	⊖
Decision speed	⊖
People capabilities/opportunities	⊖
Less bureaucracy	⊖
Knowledge Mgmt	⊖

**Comments:**

- Xxx
- xxx

**Implementation considerations:**

- Xxx
- xxx

Legend: ⊖ Negative, ⊖ Neutral, ⊖ Positive