



Case Study

Sector: Oil & Gas

Assignment: Organisation development of a FTSE listed company.

Period: 2005 - 2009

Background:

The Company had risen rapidly from being AIM listed business to being part of the FTSE 250. Now verging on the edge of the FTSE 100, the company has transformed from a lower tier operator into an extremely well known business which other Oil & Gas Companies wish to benchmark against or copy their business model.

Assignment:

- To assist the company face head on the huge challenges it faced
- To increase the performance of individuals & teams
- To establish core purpose, values & vision
- To increase consistency across the entire business
- To change behavioural practices across the entire organisation

Methodologies:

Use of an organisation wide values assessment instrument to assess commonality & alignments of values & core purpose within the organisation

- Workshops
- Feedback loops
- Corporate coaching of teams & individuals at senior company executives, managers, & staff levels

Outcomes:

Company wide facilitation to identify value levers to assist with developing sustainable advantage

Clear pictures of team performance leading to individual & organisation wide improvements

Increases in the quality of internal communication particularly between management & teams

The company has just been the target of a successful take-over by a FTSE 100 organisation