

DRIVING INNOVATIVE LEARNING IN THE OIL AND GAS INDUSTRY



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GENERATE GREATER DELIVERY EFFICIENCIES

The "Perfect Job" is the best possible outcome, limited only by (existing) technology and nature. It is achieved by getting the right people, doing the right things, with the right tools and equipment, at the right time and in the right environment. Seems simple enough on the surface, but look a little deeper into your people and you will see a vast array of possibilities.

YOUR PARTNER FOR SUCCESS IN THE OIL AND GAS INDUSTRY.

Our aim is to develop an effective relationship with you, getting to know your organisation and getting to know your people. When you think of Edison we don't just want you to think of us as another supplier but as your partner.

WORKSHOP FACILITATION

You know the answers, it's just that you need that bit of help to bring the answers out and have a process that manages these outputs in order that valuable information is captured. Our facilitators will help you not only manage the process but ensure that captured information is formatted and easily documented to ensure that it can then be easily presented and understood. In addition we can take care of all the administration and provide full support to let you get on with working together.

TECHNICAL LIMIT

We work with teams to identify the critical areas that are impacting performance the most. Suitable action plans are developed and then supported by Edison consultants. We get your people to look beyond normal losses, to see the total picture and identify just what's possible.

STRATEGIC CHANGE

Change poses difficulties for most organisations mainly because of the complex relationships between the business environment, the organisation, its people and supporting technologies; any change in one aspect will affect one or more of the others. Edison will help your organisation take a more structured approach to change, ensuring the change is successful and the business only gains a positive effect from that change.



SUCCESS IN THE OIL AND GAS INDUSTRY IS MEASURED BY PERFORMANCE, PRODUCTION AND PROFITS.

OPERATIONAL EXCELLENCE

Achieving operational excellence might be a simple enough declaration for the organisation to make. But its true achievement and resulting competitive advantage may not be appearing as it should: in increased production flexibility, improved customer responsiveness, and cost minimisation. We will work with you to transfer your strategy into true business performance through streamlined functions and performance optimisation in key areas of your business. Edison use best practice tried and tested techniques, diagnostics, methodologies, and tools to improve your business processes, organisational capabilities and project management skills.

MINIMISE LOSSES - MAXIMISE GAINS

Effective processes for monitoring and reviewing activities in every project will show overall performance and compliance with internal control systems. However without an effective approach for reducing potential risk, results may be in doubt. The need to manage risk systematically applies to all organisations and individuals; the alternative to risk management is risky management or making reckless decisions. Our approach to risk management involves establishing an appropriate infrastructure and culture and applying a logical and systematic method of establishing the context, identifying, analysing, evaluating, treating, monitoring and communicating risks in a way that will enable your business to minimise losses and maximise gains. Understanding risk means identifying and taking opportunities to improve performance as well as taking action to avoid or reduce the chances of something going wrong.

DRIVING INNOVATION

Changes in your business and with your customers mean that you have to keep identifying opportunities for performance improvement beyond your competitors. Our innovative approaches are designed to have the greatest effect at minimal resource expenditure, eliminating waste, that's how we run our business and we want to share that with you.

USE EDISON'S BIG 5 TO EQUIP YOUR PEOPLE TO DEAL WITH THE CHALLENGES THEY FACE TOMORROW, TODAY.

EMOTIONAL INTELLIGENCE

One of the most common elements to be chosen by both individuals and organisations, mainly due to its simplicity and impact on individual performance.

Emotional and social intelligence is the ability to recognise our own – and others – feelings, motivate ourselves and manage emotions in ourselves and others. It helps people give their best to – and get the most out of – their personal and professional lives. The emotional and social intelligence inventory (ESCI) forms the basis of this development opportunity, the output of which is used to create a development plan. The plan is designed to help individuals understand and develop this important part of their repertoire.

INFLUENCE STRATEGIES

Commonly used organisation wide, this programme helps develop understanding of the techniques people use to influence colleagues and key decision makers. It will help individuals make their point more effectively – and get the results they need.

When everyone is under pressure to get things done more effectively. This programme helps people to identify the influencing strategies they use and evaluate how effective they are. By understanding this, they can improve their ability to influence others and more consistently achieve workplace objectives. Influencing strategies can be used to complement other programmes, such as emotional intelligence feedback. Together these resources provide a bigger picture of individual behaviors and potential impact.

RESILIENCE

Most commonly chosen where individuals are about to encounter major challenges. This programme can be used as a preparatory exercise providing individuals with a powerful insight into how they respond to difficult circumstances.

Are your work teams worn out from dealing with reduced resources, conflicting demands and relentless change? Are you working with individuals struggling to maintain their own resilience? Are your managers facing burn-out: their own or their team members'? We're all working with greater uncertainty, ambiguity and change than ever. Resilience at work is about dealing effectively with – and making the most of – what we experience in everyday life. It helps employees and leaders to improve their effectiveness and sustain their efforts.

MANAGEMENT STYLE

Everyone has an idea of how a good manager should operate, however ask them about how it works in practice and they may tell you a different story. There is few opportunities where managers get to look at themselves in the management style mirror, this is one such time.

What are the attributes of the best manager – and worst – and the specific things they do to boost (or dent) morale and performance. This programme gives managers a chance to understand, and improve, their own managerial style. Developed from the tried and tested Hay model that has identified six styles that managers use to bring out the best in their teams. By matching the right style to a given situation, managers can make a positive impact on the business.

ORGANISATIONAL CLIMATE

If your people had a free choice and could move to an alternative employer without hinderance, how many of your people would stay and how many would go. This may not be a question you feel you can answer, this programme does that for you.

What's it like to work in your organisation? Are people committed? Clear about goals? This programme enables managers to rate the climate they experience and the one they believe they create, and then reflect on the impact they have on their team. Research shows a better climate can increase bottom line performance by up to 30 per cent, so helping managers to understand and improve it can make a real difference.

REDUCED TURNOVER

One of the elements that will hit the bottom line the most is having a high churn rate of people. Not only is it the obvious costs of finding replacements but it is also the costs of the performance lag created by new people being inducted and eventually getting to the level of the individual they are replacing. A lack of development opportunities is one of the most commonly cited reason that employees are dissatisfied with their job and are seeking alternative positions.

IMPROVED INDIVIDUAL MOTIVATION

Edison provide one of the most cost effective ways of giving your people the direction they need, through providing targeted development to key individuals. Rightly or wrongly most organisations require their people each to provide discretionary effort, most evident when they go that little bit further to get a result. Our programmes are specifically designed to develop the levels of individual motivation where people are willing to do their share and more!

BOTTOM LINE RESULTS

Developing one person alone will have some effect. But if you want to develop synergy within your teams the maximum benefit will be obtained when the programmes are used in a complimentary way. Edison can provide the benefit of their experience within the industry taking account of some of the unique aspects of work and environmental project constraints that exist within oil and gas particularly.

The BIG 5 from Edison represent the most commonly used development programmes that benefit organisations in a wide range of industries. However in developing this set of development opportunities, Edison consultants are using over 20 years of experience, particularly in oil and gas.



Change affecting the oil industry will have a detrimental effect on those organisations that are not prepared to invest in their people.

That does not mean investing in lengthy sheep dip type training courses, but lesser far more focused interventions, to influence people, the processes they use and how they interact with each other.



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