

Develop Your Plan

Improve your ability to generate and capture opportunity.

HOW WELL DOES YOUR STAFF AND LEADERS UNDERSTAND AND SUPPORT THE PLAN?

- **STRATEGIC THINKING:** In part, corporate business plans are based on the compilation of individual asset management plans. Tecskor will work with your asset teams and other functional groups like exploration to understand their Strengths, Weaknesses, Opportunities and Threats. We leverage our database of questions and knowledge to facilitate and challenge the groups, and use a simple template to consistently document your strategic plans.
- **IDEA GENERATION:** Integrated Field Reviews, Operating Cost Optimization and other Production Optimization Processes are cornerstones of building strong teams and fundamental technical excellence. Tecskor can help you put in place the processes that will help your staff identify and capture opportunities in mature and developing assets.
- **AGREE ON MILESTONES & GOALS:** Clear deliverables and outcomes are critical for getting teams and leaders on the same page. Tecskor can help guide you on how to keep your performance measures simple and meaningful.

Engaging your staff in developing the plan is as important as the plan itself.

Russell Ackoff

Deliver Your Plan

Put more oil in the tank, more reserves on the books

IS YOUR PLAN SITTING ON THE SHELF GATHERING DUST? WE CAN HELP YOU BRING YOUR PLAN TO LIFE AND CAPTURE THE VALUE YOU HAVE IDENTIFIED.

- **LINKING WORK TO THE PLAN:** Linking your work to the Plan will help you fine tune the plan, see gaps and opportunities, and understand overlap and integration.
- **MEETING RHYTHM:** Regular quarterly alignment meetings, weekly to monthly progress meetings and exception reporting are critical to keeping the organization focused and delivering on plan.
- **STRATEGIC RISK:** After each quarterly alignment cycle, teams review their goals and milestones and ask what will get in the way.
- **ONE VERSION OF THE TRUTH:** Our PEAK software is specifically designed to enable your plans. It keeps your plans, risk, and work visible, simple and aligned.

- Motivate staff
- Improve mentorship
- Mitigate negative stress
- Get Proactive
- Do what you say you will do
- Build strong teams

Get Started

Get agreement on where you are and where you want to go

ARE YOU GETTING THE MOST OUT OF YOUR ASSETS AND YOUR PEOPLE? DO YOU HAVE THE ORGANIZATIONAL PROCESSES AND PEOPLE IN PLACE TO DELIVER YOUR PLANS? *Maybe you need a Health Check to get started...*

- **UNDERSTAND POTENTIAL:** Interviews are conducted with a cross section of staff to learn about processes, your people & your assets. We leverage a standard set of questions customized to your organization.
- **ALIGN LEADERS & STAFF:** The Health Check aligns your leadership team and key stakeholders on the current state of your asset and organization health.
- **DELIVER QUICK WINS:** The Health Check identifies Quick Wins, gets everyone on the same page and provides a pathway to the future.

Capture quick wins, identify your potential, and leverage the power of your team.

Every organization has an unused reserve of human potential. Our experience shows that tapping this capability is the strongest link to superior results and improved organizational function.

1. Connect the Shop Floor to the Executive Boardroom

In an age of more work than resources, time and effort must be utilized effectively. By connecting the shop floor to the executive boardroom, 'performance drag' due to lack of clarity or understanding is minimized. With a clear line of sight to strategy and goals, staff and executives make better decisions to improve opportunity capture and economics. *No more side bar conversations of disgruntled employees feeling like they just don't know what's going on.*

Leverage staff ingenuity and creativity. In Tecskor's approach, the entire company is engaged in strategic thinking

2. Enable your staff

Optimizing production and costs one time is not enough. Gains must be sustained over time. Achieving sustained optimization, requires staff ownership of the optimization processes, and most importantly, *ownership of the performance of their assets. They own the credit for production gains, not outside consultants or leaders.* Enabling teams begins with engaging staff in open, reality based dialogue. Open dialogue gets all staff engaged in creating and delivering the plan. Performance measures are designed by the people doing the work and become the foundation for pay for performance programs.

In our opinion, operators remain one of the most underutilized resources in the Oil & Gas industry

3. Connect People, Process and Technology

In the 1980's, the oil & gas business adopted technology as the key means to achieve step change in performance. Automation, personal computers, networks, databases, technical programs were all touted by the Information Technology gurus. None achieved break through results. Add to this the promise of break through results using participative management, re-engineering and leadership coaching. *Still no breakthroughs.* Training organizations had the same lack of success. *By looking back on successful projects and change efforts, breakthroughs were only achieved and sustained by combining the right technology, the right process, and the right skills.*

Breakthrough Formula:

- 1. Right technology**
- 2. Right Process**
- 3. Right Skills**

4. Execute with TOP-10 in every group or team

Imagine every team in your organization always focused on their Top-10 priorities and meeting or exceeding your expectations. Companies that are good at delivering on their promises have figured out how to align and inspire their people. This is our strength. At Tecskor, we leverage our proven tools and methods to help every group in your organization establish and maintain their Top-10. Leaders and staff work together to understand how their Top-10 is integrated with other groups and how it is connected to the strategy and goals... then we help guide and coach them to deliver on their plans.

Successful Execution:

- **Connect leaders & staff**
- **Agree on priorities: Focus on outcomes**
- **Adapt and adjust quickly**
- **Follow through – look forward and look back**

Let us help you 'Deliver Your Plans'

Gord Shmyrko, President
Phone (403) 539-9305, Cell (403) 612-3816
Email gord@tecskor.com