



COMPETENCY: HUMAN RESOURCES
INDUSTRY: OIL & GAS

CASE STUDY

THE CLIENT

A mid size oil and gas company with head office in the US with Canadian operations.

THE CHALLENGE

The Human Resource department of the company had recently experienced significant turnover and the Director had been transferred to the Head office in the US. A new leader was placed into a managerial role reporting to a Director in Houston, but accountable to the local leadership. The challenge was to assist the outgoing leader with his exit and mentor the incoming manager and team to help them build a foundation for success, including new hires and new processes.

THE APPROACH

The initial approach was to spend time with the outgoing Director in two areas:

- Hand off incompleting projects.
- Develop ongoing structure for the HR department.

Working with the incoming leader, important matters relating to the field employees and contractors of the company were addressed allowing the new manager to focus on the HR team and the path forward for HR. Considerable time was also spent mentoring team members on projects and processes.

THE RESULT

The new leader was able to address the day-to-day matters of HR and start working with the Canadian team on their strategic HR priorities. The Principal took on several large scale projects (which arose from a recent process and procedure audit) that would have taken the current team several months to complete with their current workload. These projects were completed in a few months, satisfying the company auditors.

The HR team, although still relatively new, was able to gain the respect and confidence of the Canadian leadership team and the field employees, improve processes and prepare for future success in all areas of the HR lifecycle.