Oil and Gas
Strengthen Your Workforce

Statement of Capabilities

GP STRATEGIES™
Some challenges in the Oil and Gas industry hinge upon the decisions of outside forces, requiring responsive action on your part. These include changing safety requirements, industry regulations, environmental demands, workforce retirements and the influx of perpetual sophisticated technologies.

**Strengthen Your Workforce**

But maintaining a workforce that can adapt nimbly to these challenges, as well as equipment reliability issues and the ever-increasing need for performance efficiencies, is entirely within your control.

The greatest challenge your organization faces doesn’t come from competition or industry regulations. It comes in the form of creating and managing processes, competencies and workers who are able to seamlessly adapt and perform in the face of a constantly changing regulatory, technological and competitive environment. As trite as it may sound, the key really does lie within your people.

That’s where GP Strategies™ comes in. We’ve been in the business of building workforce competencies and performance for the process industries since 1966. We can help you build and maintain a high performance culture focused on mastering competencies, improving productivity, optimizing safety, reducing waste, conserving costs and delivering on the promise of continual improvement. One thing that our clients in every industry can agree on—GP Strategies delivers powerful results.

With GP Strategies’ training solutions, operators’ competency levels typically double from 30-35 percent to 60-70 percent—at a remarkably quick pace. GP Strategies’ learning solutions address performance concerns throughout your enterprise, from bringing new operators rapidly up to speed to augmenting the leadership skills of your managers.

GP Strategies has provided a full spectrum of training, services and consulting to a Who’s Who of modern industry. Our comprehensive portfolio of integrated solutions helps our clients—from Oil and Gas, Nuclear and Alternative fuels to Automotive, Healthcare and Pharmaceuticals—handle today’s myriad business challenges and ensure ongoing success. In short, GP Strategies helps you create synergies you didn’t even know your operations were capable of.

We deliver rapid and continual performance improvements that align your people, processes and technology with your business strategies and vision. Our services include the following:

- Operator and Leadership Training
- Maintenance and Reliability Training
- Technical Operations Performance Support (TOPS)
- Change Management
- Competency Mapping and Assurance
- Documentation Development
- Operational Excellence
- Regulatory Compliance

While most consulting and training firms offer only piecemeal solutions, GP Strategies’ approach is comprehensive and collaborative, and leads to self-sustaining improvement. We delve deeply into your processes and needs, and craft integrated solutions in close consultation with your people. GP Strategies works shoulder to shoulder with you—day in, day out—to find and implement the answers that meet your goals.

Global economic growth is driving unprecedented demand in the Oil and Gas industry. Strengthening your workforce to prepare for this rapidly changing environment is critical for success. Through measurable competency improvement and more effective knowledge transfer, you can have a workforce ready to take you into the future.
Great training is multi-dimensional

Our approach to industrial training is unique in its depth, breadth and vision. It’s designed to improve employee proficiency through both proven methodologies and forward-looking approaches that rapidly accommodate the emergence of leading-edge training technologies. We understand that great training is multi-dimensional—transforming not only employees, but also the processes they use and the environments they work in.

Double competency levels

Many of the world’s leading Oil and Gas companies turn to GP Strategies for their training needs—including ExxonMobil, BP, ConocoPhillips, ChevronTexaco, Sunoco, Shell, Ecopetrol, Holly, Tengiz Chevron and Anadarko. They recognize that traditional training simply isn’t capable of preparing workers for the demanding new technologies, regulations and market conditions they will face in coming years. So GP Strategies responds with a training process that is rigorously focused on hands-on, experiential exercises—going far beyond rote learning to endow employees with the skills of logical thinking and problem solving.

For example, GP Strategies begins the process of competence building with its innovative Technical Operations Performance Support (TOPS)—a set of training methodologies and interventions designed to establish a solid foundation of skills and knowledge. TOPS materials improve your workers’ competency measurements by up to 70 percent and set the stage for obtaining more advanced and comprehensive skills. One major petroleum company has implemented TOPS in more than 200 process units, finding it to be both highly efficacious and cost-effective.

Help your employees excel

Whether your needs require custom training, standardized programs or both, by choosing GP Strategies and our proven methodologies, you’re choosing solutions that perform. GP Strategies Oil and Gas industry training produces benefits that lead to greater success in the long run, including more rapid mastery of new tasks and technologies. It can also result in improved health, safety and environmental conditions; a positive impact on profitability; and improved morale throughout your workforce, not to mention compensating for the loss of experienced employees to retirement.

There are many things in the energy industry that you can’t control. But you can give your employees the knowledge, confidence and experience they need to excel in today’s challenging energy market. Let GP Strategies show you how.

They all talk about improved efficiencies and reduced inventory and throughput. That is what you expect. Most of the companies that I have seen do operational excellence; I haven’t seen any that do training as well... That is beneficial because it is important to have both.

Industrial Engineer, Lead for Performance Improvement

Powerful solutions for the Oil and Gas industry:

- Optimize processes
- Improve competencies
- Motivate your workforce
- Maximize safety
- Manage change
Founded in 1966, GP Strategies is a global performance improvement solutions provider of sales and technical training, e-learning solutions, management consulting and engineering services. GP Strategies’ solutions improve the effectiveness of organizations by delivering innovative and superior training, consulting and business improvement services, customized to meet the specific needs of its clients.

**GP Strategies at a Glance**

Customers include Fortune 500 companies, manufacturing, process and energy industries, and other commercial and government organizations. GP Strategies is headquartered in Columbia, Maryland, USA. Additional information may be found at gpstrategies.com.

**GP Strategies Vision and Mission**

We have a vision to equip and enable people and businesses to perform at their highest potential. Our mission is to make a meaningful impact by providing the expertise and solutions needed to solve business challenges and attain ultimate performance results.

**Your Total Solutions Partner**

GP Strategies believes that successful companies are characterized by an unrelenting focus on effectively linking their people, processes, and technology—three interrelated elements that directly impact the achievement of an organization’s performance, cost management, and compliance objectives. We believe that execution and effectiveness are key when it comes to training, training outsourcing, homeland security, engineering, and technical issues.

Measurable, sustainable improvements in profitability and efficiency prove the value of GP Strategies’ work. Our diverse subject matter expertise serves as the foundation for a true understanding of the issues surrounding workplace technologies, but it’s our extensive experience that really makes the difference for our customers. Ultimately, it’s your people that really drive productivity—GP Strategies unlocks their potential, putting it to work for your organization.

**Cultivating Success**

GP Strategies is well recognized as a provider of training and performance improvement solutions to many Fortune 500 companies. We offer a wide range of services across all functional areas of oil and gas. Our success is based on a commitment to develop long-term, mutually beneficial working partnerships with our clients. This commitment, coupled with GP Strategies’ diverse experience, provides the opportunity to incorporate best practices from various industries into GP Strategies’ services, helping us provide effective and flexible solutions to meet customers’ needs, regardless of their industry and size.