



Success Story Summary

Shell – Team Building on a Deep-water Offshore Oil Rig

ORGANIZATION

Shell Exploration & Production Company

ISSUE

How to launch Ram Powell successfully, a deep-water offshore development (rig) on a very short time schedule and with 73% nonlocal hires (a first for Shell, who usually hires locally), no shared culture and communication issues. Additionally, how to launch URSA successfully, Shell's biggest deep-water oil platform, plagued with multiple start up problems

OUTCOME

Ram Powell broke all records for reliability and performance. It had the best first year performance of any other tension leg platform for up-time. Designed for 85% up-time, it had 97%. URSA broke records as well; its up-time was 99% and during it's first year, URSA outperformed it's forecast by more than 14 million barrels.

PROCESS

A four-day Human Element workshops with all 25 leaders, followed by Human Element workshops with 60 other employees.

Consultant/Company

Ailish Schutz, Nan Wydler, Terry Gregory, Licensed Human Element Practitioners, Will Schutz Associates

Country

U.S.A.