Schlumberger: Managing People in a Consistent Way

Schlumberger is the world’s leading supplier of technology, integrated project management, and information solutions to customers working in the oil and gas industry worldwide. Through its well site operations and in its research and engineering facilities, it is working to develop products, services and solutions that optimize customer performance in a safe and environmentally sound manner.

Why does Schlumberger work with Management Centre Europe?

Schlumberger wants to have the best people in the world, and it is prepared to invest in these people. Its employee development programme for potential managers reflects this.

For Schlumberger global consistency is key. Therefore, in every location throughout the world, its people need to have the right skills and behaviours to execute the strategy in the best possible way.

With the above in mind, Schlumberger selected Management Centre Europe (MCE) to cover one of the key topics of its employee development programme for potential managers - managing people. Schlumberger knew that MCE had the capabilities and reach to provide a top quality and consistent global roll-out of this topic.

Global Delivery of Managing People for Schlumberger

Managing People is run in the following four Schlumberger-defined regions:

- Europe & Africa
- Latin America
- North America
- Middle East & Asia

In 2008, there were over 100 workshop deliveries of Managing People, and around 2,000 potential managers at Schlumberger participated. The programme is ongoing in 2009.

The 6-day workshop focuses on the key issues of people management in general but always with a clear emphasis on Schlumberger, its strategy and its people-related challenges to implementing strategy. Areas covered include: cross-cultural awareness, leadership development, performance management, delegation, organizational culture and managing conflict.

As well as delivering, developing and handling the logistics of the workshop, MCE, together with Schlumberger, is looking at the end-to-end processes to see where further value can be added.

As a result of this, a strategy to resource local Associates and reduce travel expenses has already been created and implemented, as well as systems to manage global deliveries, quality and Associate performance.

Results and Benefits for Schlumberger

Schlumberger benefits from working with:

- MCE’s consistent global approach and methodology
- MCE’s worldwide network of local Associates who understand Schlumberger’s global approach and relate this to the topics covered in the workshop for implementation at a regional/local level
- The process of continuous improvement of the development and delivery of the workshop and related supporting services – in order to add value and reduce costs for the client

“One of our greatest strengths is the diversity of our workforce, with men and women of many nationalities and backgrounds working together and sharing common objectives. Schlumberger does not have a ‘nationality’ which describes its culture, but operates in a truly global fashion throughout the world.”

Schlumberger
In-House Workshops for Strategic Alignment

Aligning your people to your strategy becomes even more urgent during times of rapid change. Shared corporate values drive people’s motivation and attitudes, and they are essential to get internal stakeholders to move in new directions. Ensuring that everyone knows and understands the shift in strategy—and what the change means for each person in his or her daily activities—is essential for a successful transformation.

To learn how MCE can help your organization manage change that results from a shift in strategy, visit www.mce-ama.com or contact us to set up a meeting or to request more information. Let us show you how we can put together and roll out an initiative that answers your specific needs.

Schlumberger at a Glance

- $27.16 billion operating revenue (FY08)
- 87,000 employees of 140 nationalities
- Operating in approximately 80 countries

Knowledge, technical innovation and teamwork are at the center of Schlumberger. For more than 80 years, Schlumberger has focused on leveraging these assets to deliver solutions that improve customer performance.

Today, real-time Schlumberger technology services and solutions enable customers to translate acquired data into useful information, then transform this information into knowledge for improved decision making - anytime, anywhere. Using information technology in this way offers enormous opportunities to enhance efficiency and productivity. This is a quantum leap from providing traditional ‘just-in-case’ information to delivering ‘just-in-time’ knowledge that meets the changing needs of our customers.

Visit www.slb.com

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As Ahmed El Araby, Management Development Champion at Schlumberger, stated, “Working with Management Centre Europe has really helped our people to understand what managing people is all about and how it applies at Schlumberger. MCE’s consistent global approach and methodology is really impressive.”