

The big crew change - talent impact

By Mark McCarthy, Meta-Lucid Ltd

If all the anecdotal evidence is to be believed then the oil and gas (offshore) industry still faces a significant demographic challenge. Some could say there is no new news there, and for that matter could be applied to many other industries. Whatever position one wishes to take, what cannot be ignored is that talent management (aims, strategies, programmes) will be what differentiates companies moving forward in ever more competitive markets. Even in industries that have relied on technical capabilities and asset strength for market advantage, this reliance has or will shift to people management competence. The future will be totally different and that can be guaranteed.

Having the right people in the right places doing the right things (paraphrasing from Jim Collins book 'From good to great') will be the

'what' that takes a company from good to great and more importantly in a reliable and predictable manner.

Equally, to the above point, talent management may not be new or maybe seen as a simple case of common sense; which is often not common practice though. Is it a strategic imperative? That should consume at least 25% of executive's time? That has investment commensurate with future proofing the business? Not to be mistaken for human resources planning or learning and development training. Offshore senior supervisors from the OIM to the Toolpusher to the Master must adapt to the new challenges of increased performance expectations. Not just rely on technical skills and experience, but to augment these with purposeful people management skills; getting the best out of the individual and the team.

Meta-Lucid are global based practitioners (we are actively involved) in the design and implementation of talent management strategies. Who are your next generation offshore supervisors? How do you develop the existing potential? How do you get high performing rigs? How to ensure that the labour pool is full with proven talent? We have specific experience and know-how with the effective development of offshore and onshore management staff. ■

To find out how talent management can help you exceed your performance goals and ensure you are not affected by the big crew change impact please contact us on info@meta-lucid.com or call us on 01707 828701

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