

FranklinCovey
tools have helped
the organization
to build
capability in the
people & leaders
to enable future
growth and
expansion

THE JOB TO BE DONE

The technical computing division within one of the worlds largest energy companies is responsible for managing and stewarding all aspects of technical computing for the geoscience and engineering community within a particular function of their mother company. In addition, this division provides the company's leading-edge technologies and know-how to the technical workforce worldwide by supporting the computer hardware, operating systems, local area networks and wide-band telecommunications links that are critical to smooth operations of this global company.

To realize the full benefits of providing a seamless, integrated, standardized technical computing environment for all users, there has been a strong emphasis over the past several years on developing the skills and tools necessary for people to work more collaboratively and foster an environment where teamwork is valued and individual contributions are recognized.

SOLUTION

This group has incorporated several on-going FranklinCovey solutions, including The 7 Habits of Highly Effective People, The 4 Roles of Leadership, The 4 Disciplines of Execution, Focus workshops and the Execution Quotient (xQ) survey, to support implementation of this principle-centered philosophy throughout all levels of the organization.

The 7 Habits training has been used successfully to reinforce the desired "we, the team first" behaviors that are an integral part of their "Way We Work" effort. The 4 Discipline methodology and concepts of the Wildly Important Goals and "big rocks" have been incorporated into the organization to help the workforce focus on what is important and to enhance project execution. These tools have been invaluable during the near- and long-term planning for the organization to build capability in the people and leaders and enable future growth and expansion.

RESULTS

There is now an increased awareness and implementation of a principle centered leadership philosophy throughout all levels in the organization. Scorecards have been implemented to capture and report on value, cost, partnership, performance, and team measures. Adopting standards where there is mutual benefit has led to significant expense savings despite overwhelming business growth.