

BP Oil Americas: Leadership Development



Background

BP is one of the world's leading international oil and gas companies, and BP Oil Americas is the second largest refiner and the second largest fuels marketer in the US, with products and services purchased everyday through 14,000 service stations around the country.

Need

BP Oil Americas required an employment engagement strategy for a newly merged leadership team with a new Chief Executive in a new territory. The primary challenge was to shift the hearts and minds of the workforce with a focus on business results and corporate values. A key goal was to enhance productivity by equipping the leadership community with the skills and knowledge required to make the strategic goals a reality.

Our role

We created a rich programme of activity in two areas: building leadership and frontline engagement. We developed a competency framework with clear business focus, instigated a coaching programme and defined KPIs in line with BP's core values and leadership framework. We then designed, developed and facilitated a 12 month programme that focused on empowering all personnel drawing on industry and international best practice.

Outcome

Since the programme BP Oil Americas has consistently outperformed its business performance targets in relatively unsettled trading conditions. Over 250 leaders participated in two phases of the programme with feedback reporting a 90% excellence rating.



'just add water are very experienced in the area of leadership development and employee engagement. They are a joy to work with yet tenacious, highly innovative and both strategic and tactical thinkers. I've found that they are adept at working within the prevailing corporate culture without being absorbed by and blinded by the culture – an important trait'

Andy Milnes
Head of Global Crude
BP Oil Americas