



ADVISORY

GPO & Associates provides expert advisory services and experience to aid a new exploration and production company in the delivery of business strategies and shareholder value in the complex oil sands market.



BACKGROUND

GPO & Associates was engaged by a new exploration and production player for their experience and expertise in unconventional oil and gas development. As the organization builds capabilities and establishes itself in the Alberta Oil Sands, GPO & Associates provided advisory services and the benefits of experience, advice, and mentoring, to guide the client towards success.

WHAT WE DID

GPO & Associates worked with the client to:

- Understand industry positioning, potential challenges and establish preparedness for the unexpected.
- Provide independent, experience-based perspective about the organization and identify gaps.
- Advise on critical success factors, including developing key components of effective leadership and employee empowerment to create an organization that delivers both shareholder and stakeholder value.
- Challenge the client to identify the real issues and therefore reach recommendations that help movement in the right direction.
- Coach management to develop critical business rational to support effective decision making.

OUR IMPACT

GPO & Associates delivered:

- Acceleration of client decision making on unconventional development.
- Understanding of the linkages between issues, processes, strategies and project drivers related to root cause.
- Long range plans based on an understanding of organizational drivers. Development of management leadership abilities through leadership mentoring.



GPO & ASSOCIATES
MANAGEMENT CONSULTANTS

GPO & ASSOCIATES' INTEGRATED APPROACH TO DEFINING AND DELIVERING STRATEGY

GPO & Associates applies its unique tools and processes to support Advisory and Strategy development and deployment. GPO & Associates' Integrated Gear Model applies five primary components to deliver successful implementation of strategy. Through advisory support, leading Board and Senior Management interviews, and detailed review of existing strategy, KPI's and business plans through facilitation of Executive retreats, effective strategies and the plans for deployment and implementation are defined.

GPO & Associates guides clients through the process, delivering Executive alignment and defining the detail

Strategy & Objectives

- Define and communicate corporate strategy, vision and goals
- Create short and long term strategic goals and objectives

Organizational Structure

- Ensure organization design to allow for effective decision making and supports corporate culture
- Determine relationship of multi-discipline teams to deliver expectations

Capabilities

- Identify skills and capabilities required and potential gaps that exist

Risk & Uncertainty

- Assess Corporate risk tolerance
- Apply Program and Project risk and uncertainty management

Performance Management

- Identify KPI's that support organizational goals and objectives
- Identify continuous improvement programs

