



THE RELENTLESS PURSUIT OF PERFORMANCE

“We have a better organization as a result of the program, and I have greater confidence in our ability to solve new problems.”
—Business Unit Leader

Evolve Partners works with leading Energy & Chemical companies who recognize that learning faster than the competition is critical to their success. Evolve supports implementation programs that create a culture for the relentless pursuit of performance, to enable their people to deliver significant value in Capital, Production, Cost, Risk and Growth that continues to improve long term.

Evolve is different. We are purposely built to help you address the typical implementation challenges of urgency, ownership, leadership, skills, culture. Many improvement efforts attempt to address these challenges at a single point in time. But your business is dynamic; true value comes from creating the culture and capability not only to sustain improvements but to enable nimble response and execution in the future. We help you to use the challenges you have today as the practice field to build your organization’s engagement and skills for implementation.

Led and driven by you. Our clients are typically trying to implement change themselves, as they have recognized that sustainable change requires new skills and behaviors that can only be developed through the experience of their people. They value external perspective, but have seen mixed results with consultants—and are concerned about the lack of engagement, ownership and sustainability that often comes with external support. Evolve is focused on enabling your internal change efforts through an experience that engages your people in a way that builds capability and culture to solve tomorrow’s challenges.

“We’ve made huge improvements in our maintenance effectiveness and efficiency, and the development of leadership and change management skills will provide significant benefits in the future.”

— Maintenance & Engineering Manager

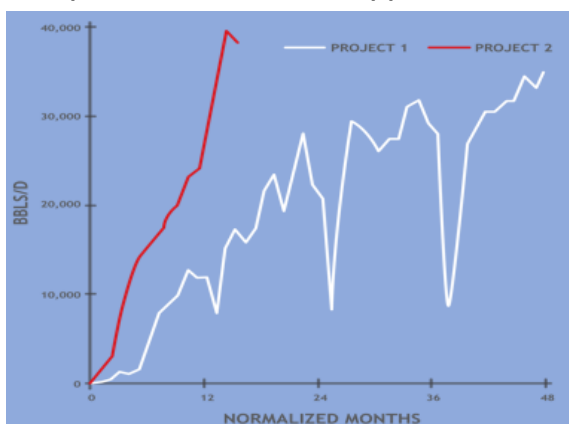
An Integrated Approach. Across these areas, we help you to realize significant results in the near-term and a sustained ability to deliver better improvement into the future, based on our integrated approach to implementation that includes robust processes and systems, better leadership capability and a shift in culture. Articulated in our Organizational Space™ model, this integrated approach is supported by real insights on change and learning, codified in a methodology that is open to you and flexible to your unique circumstances and where you are on your journey. We believe that skills and culture can only develop through the experiences and realizations of your people, so we take a leveraged approach, deploying the fewest consultants necessary with an emphasis on coaching your people. All our consultants are employees, trained in our approach and aligned to our focus on engaging your people to build ownership of performance, urgency for action and skills for implementation.



Areas we Work. Evolve’s real difference is our understanding of and approach to change, but our Energy and Chemical industry focus means we bring a wealth of experience and best practices to the specific challenges of your business. Typically, we work with clients in four areas:

Corporate	C-suite driven corporate transformation to realize strategy through enterprise systems and processes, including S&OP, Supply Chain, Capital Projects, Forecasting & Budgeting, Manufacturing, Organizational Development and Strategy Execution
Manufacturing	Site-based operational improvement in one or more key areas including Safety, Production, Maintenance, Reliability, Engineering and Materials Management
Upstream & Midstream	Onshore and offshore end-to-end well delivery process improvement, including Drilling, Completions, Facilities, Surveillance, Processing and Abandonment
Continuous Improvement	Development of systems for ongoing complex, cross-functional Continuous Improvement, including Lean, Six Sigma, Toyota Production System

The Difference It Makes. We have a long track record with many of the industry’s best companies because our approach adds more value in the short-term and far more value in the long-term—and they recognize that. The key to this success is what we leave behind. The diagram shows how Evolve supported a company with a comprehensive operational excellence program in one of its assets (Project 1). The company went on to even better and faster results (Project 2) three years after the Evolve supported ended, with the client attributing that success to the culture and capability Evolve helped to create.



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We help create clarity and consistency of processes that are used and continuously improved, and develop an effective cadence of data-driven decision-making with clear roles and accountabilities and improved leadership capability. We cultivate a learning environment, open to new challenges and skills for implementation. The experience creates a

Working with Evolve created a learning environment that sustained without additional consulting assistance.”

– VP of Operations

culture aligned to your strategy and change that is owned and driven by you, supported by Evolve as you relentlessly pursue the next level of performance.

“Learning how to deliver superior results faster by motivating people and growing their capability is a key source of competitive advantage for our clients. It’s the “magic” that enables many successful organizations to maximize the return on their strategy, assets and investments.”

–Rupert Hucker, Evolve Founder and CEO

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THE ART OF IMPLEMENTATION®