



# Getting smarter with people

Gillian King - VP Europe, Russia, CIS & Africa

# The Start of our Journey...



- Tendeka history – the highs and the lows!
- Our UKCS growth story
  - Getting smart with technology
  - Efficiencies needed to support growth
  - Investment into software & process improvement
- Tendeka culture
  - Focus on culture / retention
  - Diversity & Inclusion
  - Getting smarter with people

***“an innovative and forward thinking company”***



# UKCS Growth



- Reorganisation / Innovation team
- Dragon's Den / technology away days / team building
- Collaboration with other service providers
- New commercial models / OGTC funding
- Summer intern now full time – 'Energy Engineer'
- Engagement early via STEM Ambassador program
- Participation in industry events

***"somewhere in your org  
you are well tuned to our  
needs"***



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# Driving Cultural Change



- 1-2-1 with employees
- Identified our DNA
- Much more and open communication
- Cross training / learning moments
- Quarterly Tendeka Connect magazine
- Sponsorship of further education
- FILP – culture change within the industry
- Odyssey points
- Health & wellbeing newsletter



**“Leadership creates culture through what they systematically measure”**

# Our Journey Continues...



- Employee survey
- Empowerment Charter added to our strategic pillars
- SMART goals, measure continuously
- SMAS visit to drive efficiencies
- More CSR activities & team events
- Decarbonisation - what is our carbon footprint?
- Digitalisation & management of downhole data
- Internationalisation



# The Future Looks Bright

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## 2025...what will we look like?