

Industry Cultural Change: High Level Action Areas for 2018 Implementation

	Q1	Q2	Q3 & Q4	YE
Area Plan Behavioural Guidelines	Guidelines created by Task-Finish Group: positive peer review by Operator MDs, OGA and those working directly on Area Plans.	Working with the OGA, OGUK and industry to launch, implement and sustain broad use of Guidelines.	Gather feedback from users and agree how/when to refresh (continue to share new learnings).	Success = Guidelines being actively championed and used. Evidence of enabling progress within APs.
MD-to-MD Sharing of Collaboration Scores	Operator 'deep dives' conducted on own survey outcomes with Deloitte. Majority Operators with scores consented to share overall score at Tier 0 meeting. Shell & Nexen also shared detailed own company scores and some key learnings.	Operator overall scores discussed at Tier 0 meeting. Focussed MD-to-MD learning/sharing session held on detailed Operator outcomes. Working with OGUK and Deloitte to further broaden participation in 2018 survey.	Broaden Deloitte Survey conversations to include Supply Chain MDs. MD-MD learning/sharing on CBQT scores (company and JV)	Success = MDs understand own scores and scores of others. Evidence that sharing has accelerated learnings and enabled adoption of best practice.
MD-to-MD Sharing of Company Best Practice	Summarised Shell organisational and HR arrangements ref engendering and rewarding collaborative behaviours.	Prepare to share, and request that others reciprocate, to enable adoption of best HR practice. Collate case studies showing good outcomes from collaboration across the industry.	Learning/sharing session with Operator and Supply Chain MDs on best HR/organisational practices to drive collaborative behaviours. Host ETF CC Event and/or Industry Share Fair.	Success = MDs aware how others engender & reward collaborative behaviours. Evidence that sharing has resulted in adoption of new practices. Case studies driving further progress.
Further Develop Vision 2035	Connected with OGUK to ensure collaboration is visible as a key enabler to realising the new 2035 road map.	Ongoing engagement with OGUK – connected to OGUK workgroup creating 2018 engagement strategy for Vision 2035. OGUK Breakfast "What does V 2035 mean to you?"	Work via OGUK to deploy an industry-wide contemporary communications strategy for CC.	Success = CC explicit in Vision 2035. Evidence that CC activities are visible and linked via basin-wide communications.