The fall in oil prices is forcing oil and gas companies to reduce operating costs and rationalize investment, while maintaining performance levels in pursuit of corporate objectives. Training budgets are often one of the first targets for cost reduction. However, even when hydrocarbon prices fall, talent remains the industry’s most valuable asset; only knowledgeable and capable personnel can create innovative solutions that will drive performance and efficiency.

To enhance productivity, companies often look to the latest technology, but lack the internal capacity to effectively manage the implementation and use of the investment. As a consequence, these typically high-priced ventures generate sub-optimal results.

**Facing the Knowledge “Drain”**

One of the lessons of the “Big Crew Change” is that learning and development is a long-term game, requiring that enhancing employee capability and competency is incorporated into an organization’s overall performance strategy. This focus helps ensure that as individuals mature within the organization, they contribute to short-term performance improvement, progressively assume new responsibilities, generate new ideas, maintain critical knowledge in the longer term, and eventually replace the critical knowledge and talent lost to retirement.

**What We Do**

Halliburton Consulting has global and local experts in all aspects of upstream operations; from exploration through field development and planning, production facilities, and marketing—the entire E&P value chain.

- Halliburton has developed curricula across more than 7,000 industry topics. We can help select and develop a comprehensive suite of capability development programs that meet the development needs of critical staff.
- With the Halliburton global reach and years of practical experience, our development staff understands the roles, people, and operations critical to success in any country.
- Halliburton has programs in place and the execution “know-how” to drive rapid learning, helping functional disciplines to “hit the ground running.”

**How We Do It**

We collaborate with our clients to understand their needs and design a fit-for-purpose program. Our Advance™ approach includes five key steps that will coordinate the organization’s strategic objectives with the capability needs of the organization, driving the right levels of competency with key employees. The approach has the flexibility to incorporate participant feedback and assessed results, helping to ensure repeatability and rigorous continuous improvement.
Halliburton does not offer "subscription-based" or "open" courses, as we see Capability Development as a service offering that requires tailored solutions based on an organization’s maturity level and future growth plans.

Different from the vast majority of training providers, the Halliburton competitive advantage lies in our ability to combine real field and practical expertise, as well as our advanced technologies, to the individual development experience.

Why Choose Halliburton as Your Capability Development Collaborator?

• We utilize a well-defined methodology to help identify and select capability development content that will generate maximum impact for your organization.

• We have the requisite technical and business experience to help ensure that our programs contribute to operational, as well as personal, performance.

• We can mobilize globally dedicated business and technical professionals with the right experience and skills, to help deliver the right competencies at the right time, in the right location, to meet customer needs.

• The Halliburton programs are hands on, practical, and results oriented.

Competencies provide the foundation for outstanding execution and service quality…We promote and encourage competency development as both a career tool and a professional essential…

If you are interested in finding out more about how Halliburton Consulting can help you meet your capability development needs and objectives, please contact us at cpm@halliburton.com.

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