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.

**Holistic Training Programs with Practical Experience**

The Halliburton “Lecture to Practical Experience” training format provides participants exposure to industry knowledge through the classroom, one-on-one mentoring, and hands-on experience, while utilizing the Halliburton proprietary data and experience.

Depending on the organization’s needs, priorities, and urgency, Halliburton can leverage the breadth of the Halliburton experience and expertise to deliver development programs across the globe, as well as shorter-duration and introductory programs. We utilize well-established industry models, including post-program surveys and team work behavior observation, to help ensure that programs meet expectations and deliver tangible long-lasting results.

This delivery is supported by more than 300 dedicated training professionals and more than 600,000 ft² of global training footprint, including classrooms, labs, workshops, simulators, and rigs.

**Key elements of “Lecture to Practical Experience” training programs**

- Hands-On Training
- Mentoring & Coaching
- Field Trips
- Classroom
- Software
- Well-Rounded Competency

**Halliburton Consulting Competitive Advantage**

<table>
<thead>
<tr>
<th>Category</th>
<th>Field Experience</th>
<th>E&amp;P Technology</th>
<th>Training Expertise</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management Consulting Firms</td>
<td>✗</td>
<td>✗</td>
<td>✓</td>
</tr>
<tr>
<td>Pure Training Providers</td>
<td>✗</td>
<td>✗</td>
<td>✓</td>
</tr>
<tr>
<td>Academic Institutions</td>
<td>✗</td>
<td>✗</td>
<td>✓</td>
</tr>
<tr>
<td>Halliburton Consulting</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

**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.

© 2015 Halliburton. All rights reserved. Sales of Halliburton products and services will be in accord solely with the terms and conditions contained in the contract between Halliburton and the customer that is applicable to the sale.