



DOFAS in a nutshell

Oil & Gas Companies are going through significant changes, driven by the introduction of new technologies, which are challenging conventional ways of working. These developments can only lead to business benefits if implemented by people who are themselves ready to change. Failure to inform, enthuse, mobilize and support people going through disruptive change will lead to failure of projects and wasted investments. DOFAS helps people and organizations to change in a systematic and effective way by offering the following services:

Change Management: DOFAS can help you to manage complex change processes related to Intelligent Oilfield initiatives, Integrated Operations and other key programs, ensuring they go in the right direction and deliver the targeted benefits.

Leadership Pathways: DOFAS can enhance the leadership skills of those managers in your organization that have to support the transition of their staff towards new ways of collaborative working.

Training: DOFAS can enable people to learn within their own practice and their daily routines, while introducing new concepts required for collaborative and real time (virtual) operations.

Coaching: DOFAS can coach people to answer questions, develop themselves or improve their performance.



Change Management

The only constant is change

Exploration and Production Companies are continually changing, and some of these changes must be consciously instigated and carefully managed to achieve the desired outcomes.

DOFAS can help you to develop and apply the change processes needed to move the organization in the right direction. We have extensive experience in complex change and can make the connection between the 'hard' aspects (such as structure, processes, management philosophy) and the "soft" aspects (including culture, attitude and behavior). The ability to combine these hard and soft factors is of the key success factors of organizational change, together with (personal) leadership change.

Change processes are rarely easy and everyone experiences the change in their own way and in their own time. Change can be disruptive and hard to accept but they can also lead to creative developments of great value. Our task is to mitigate risks and deliver as many of the potential benefits as possible.

DOFAS and Change Management

DOFAS works proactively, enthusiastically and in collaboration with the entire organization. This enables us to get people moving out of their comfort zones and keep them on the move, making real, positive change happen and make it permanent. We believe in an incremental approach, moving logically and in a step by step manner towards the targeted goal. We are intellectual sparring partners for both management and staff.

Change processes are necessarily tailor made and we like to work in close cooperation with our customers.

On strategic level, we offer various Consultancy and Operational support Services:

- Strategic Business Consulting
- IOF Health analysis (DOFASHealth)
- IOF Implementation Strategy Assessment
- Communications and Marketing strategy development and support
- HR Strategy development and support
- Organizational (re)design support
- Cultural change management strategy development and support
- Process and Workflow review support, IO(F) project (re)view.



On Operational level, we offer hands on assessment and execution services, such as:

- Stakeholder identification and tagging
- Risk assessment and mitigation strategy and plan
- Stakeholder knowledge and preparation analysis
- Leadership and management identification
- Ground rules (ID, agree and practice) learning and training needs analysis.



Leadership development

Every organization needs leaders

Without effective leadership, positive change is simply not possible. At times of change leadership needs to be highly visible and very positive in visible sponsoring change and showing real determination to see it through. In our view, leadership means having a positive mindset, being reflective, able to take an objective view and being able to transcend their own ego.

Leadership shows strength, not just power. The committed and effective leader creates space for the development of their employees so that they can work effectively and mobilize their full strength. Good leaders have a vision for the future of the organization and the ability to direct and manage evolutionary change.

DOFAS and Leadership

DOFAS can enhance the leadership skills of the people in your organization. We place the leadership programs in the context of vision, strategy and organizational development. Organizational and leadership development should work together to ensure that change programs develop deep roots and really last.

Leadership development affects not only the leader's attitudes, behavior and psychology. Knowing the values, principles and motivations from which we act is essential to achieving true leadership.

Our leadership programs focus on the external attributes of the leader (such as attitude, behavior) and the internal motivation, as well (including emotional intelligence). We tailor our leadership programs to your managers, taking their "as-is" as our base line.

Leadership preparation and learning courses for IOF development we offer are:

- Leadership and management knowledge and preparation
- Value Proposition Workshop
- Leadership and management identification,
- Communications Training for IO(F) leaders (specific for transition management),
- Interpersonal Leadership skills,
- Sponsorship Workout (C-suite plus key stakeholders)
- Leading teams through transition
- Change management skills for leaders



Training

The key to training people is to let them learn

At DOFAS we find that people learn best when educational activities happen within their own practice and their daily reality. Our courses are therefore arranged on the basis of daily routines. It makes both people and their work processes develop naturally and effectively.

Training takes place in the context of the organization's goals, where the learning process has immediate added value for the individual and the organization.

Not only does it fit in with daily practice and content. It connects with the learning style of the student so that training has a lasting impact.

We offer various training courses, including:

- Emotional Intelligence Workout
- Team Work Training Sessions
- IO(F) Kick off sessions
- Team Building workout,
- Practicing new behaviors using new workflows and dashboards (using new value proposition),
- Interpersonal Skill training stakeholders,
 - Communication
 - Listening
 - Public speaking
 - Influencing
 - Motivating
 - Collaborating
 - Interpersonal skills
 - Conflict resolution
 - Personal skills
 - Adaptability
 - Taking criticism
 - Competitiveness
 - Creativity
 - Problem Solving
 - Professional skills
 - Time Management
 - Knowledge management



Coaching

Coaching helps people to answer questions, develop themselves and improve their performance.

DOFAS coaches people to find or recover their strength. Space and appreciation for the people being coached and respectful confrontation when necessary are our starting points. We ask questions, reflect, challenge, confront and listen.

Coaching from different perspectives

We coach from different perspectives, depending on the need. The prospects may change during a coaching program.

For managers, it is often all about leadership, managing employees, strategy and personal development and effectiveness.

When employees turn to us it's often to improve their own effectiveness and the development of competencies. Even teams can through group coaching to improve their effectiveness.

The relationship between the client, coach and people being coached is essential to our coaching work. In agreement with this 'triangle', we try to achieve the most effective coaching.

- Change Champion coaching
- Leadership Coaching
- Stakeholder coaching
- Team Work learning session
- Coaching support for managers