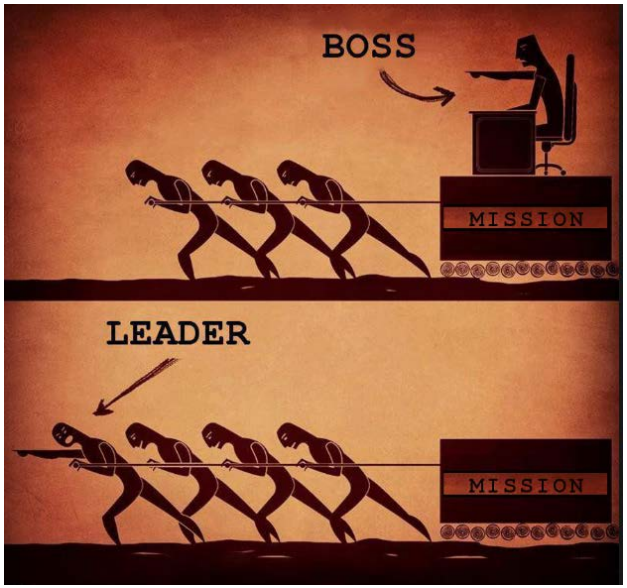
RUBICON
OILFIELD INTERNATIONAL

Arthur Rhodes, Global HR Manager - October 18, 2017

Everything Starts Up Front

- Total workforce ≈ 80% individual contributors
  - Take care of them, and they will take care of you
- Quicker, more effective decisions
- Poor manager remains at the top of the turnover list



CEO Perspective – Michael Reeves

- Behavioral Traits
  - A genuine care for people
  - Confidence to make decisions in accordance with their authority
  - Willingness to learn new skills
  - Energy and commitment to lead by example

- Skills
  - Effective delegation
  - Can explain why tasks are important
  - Productive coaching - Give and Receive
  - Situational recognition

Phased Approach to Crossing the Rubicon

- 17 core skills
  - Key components across the full employment life cycle
- Varied Delivery Methods
  - Classroom, videos, tools box guides
- Inventory
- Tailored Training
  - Region specific
  - Department specific
- Peer Training
  - Enlist during the inventory stage

THANK YOU

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