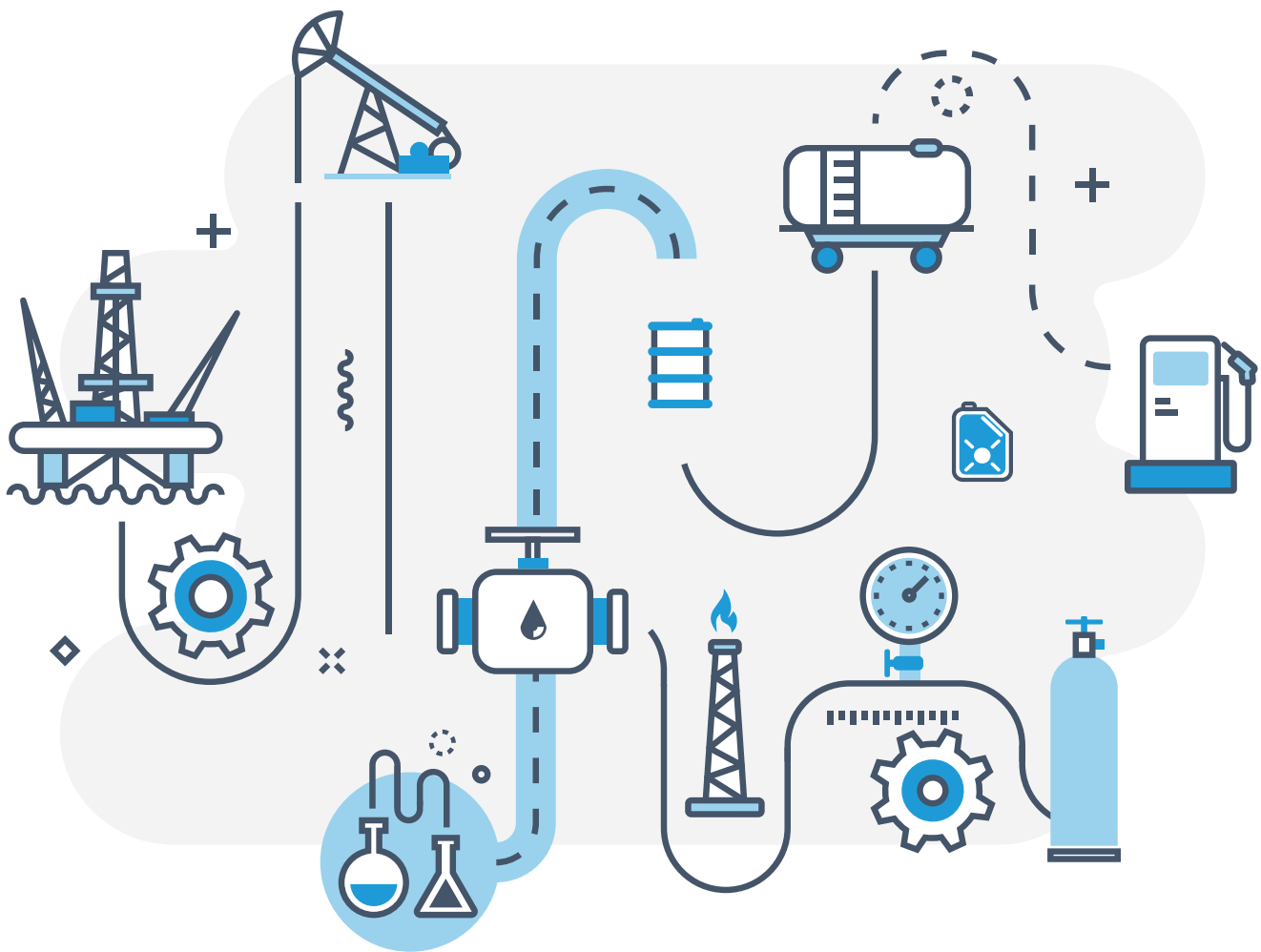# Nakisa Hanelly for the Oil & Gas Industry:
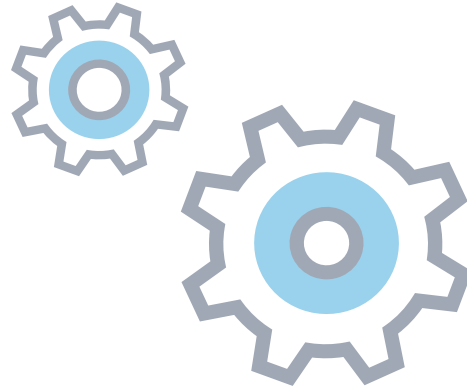# Planning for Organizational Resilience

An industry focus on HR solutions for business continuity and organizational resilience in today's marketplace

NAKISA®

Pricing pressures, emerging innovations, and organizational disruptions have always been part of the shifting landscape facing oil and gas companies. Together, these challenges have made the energy sector singularly adept at strategizing for multidimensional organizational transformation on a global scale.

When planning for long-term business continuity and organizational resilience, the trend in the oil and gas sector may be to rely more on pool-based staffing and flatter HR organization, a strategy that goes hand-in-hand with the industry's rising number of contract workers. Hiring contractors rather than full-time employees is prevalent in the energy industry, as there are many benefits on both sides. Certainly, the ability to tap into a global pool of engineers and support staff adds greater flexibility to any given project. For more remote operations, contracting may be the most realistic staffing model.

The oil and gas industry's HR practices must allow for the dynamic requirements of geographically dispersed workforces when managing the complexity of global talent markets in times of uncertainty. As the energy sector is segmented within upstream, midstream, and downstream operations, each channel of activity involves its own workforce specialists with different and potentially customized contract conditions to be accounted for.

The industry's terms of employment may also have unique characteristics, ranging from health and safety precautions for those working directly in the field, to multiple currencies, to the differing laws governing the territories in which operations are taking place. Together, these factors compound the complexity of human resources management, making ongoing efforts to maintain visibility particularly labor-intensive for those organizations that have not yet transitioned to a digital HR solution.

While some organizations in the oil and gas sector may have been reluctant to shift to digitalized HR strategies at the outset, today, the industry is focused on making the right choices for business continuity and resilience. Indeed, according to a recent article in KPMG about the future of HR for the oil and gas industry, "Sixty-seven percent of HR executives in O&G agree that HR is

experiencing a digital transformation." Strategizing for streamlined HR management solutions limits siloed information and grants multinational enterprises global visibility and access to the people that make up their workforce.

Business Continuity in Times of Uncertainty

The oil and gas industry is experienced in responding to downturns in prices and their potential impacts to cost and production models. In early 2020, overproduction was already creating downward pressure on prices. This was aggravated by the global pandemic, which resulted in a decrease in oil demand and a further drop in prices, while layering in health and safety concerns for both field operations and office staff. As the energy sector engages in a strategically significant service, the industry impacts the economy as a whole, as crude oil is essential for production in many, if not all other industries. This makes sustainability especially critical. A study by McKinsey reports, "Taken together, the industry disruptions and fundamental changes to HR across industries have deep implications for oil and gas companies' HR functions."

> "Companies that are further along the curve in digitizing their operations have already benefited from greater built-in resiliency."
>
> –PwC, Strategizing for the "New Normal"

The Power of Technology to Streamline Organizational Change and Align with KPIs

With so many moving parts, CHROs and human resources leaders in the oil and gas field require access to accurate, real time reports in order to manage, connect, and empower their global workforces. These reports must deliver information that supports organizational growth, provides proactive insights, and informs business critical decisions, and should include:

- A single, interactive view of the organizational structure

- Demographics, reporting relationships, talent profiles, costs, and more

- A geographic view to understand employees by location on an interactive map to see both the workforce and the structure of the organization geographically

- Pay & benefits

- Organizational management

- Career development

- Personnel administration

- Success planning
- Goals & performance

Nakisa Hanelly Delivers

Efficiency

- Reduce costs by making HR data accessible and actionable for stakeholders
- Streamline M&As, RIFs, and reorganizations
- Automate accuracy through push and pull ERP integration
- Introduce leaner, easier-to manage structures
- Accelerate business growth

Visibility

- Centralize HR data in a single repository to provide a global view of workforce
- Gain clear visibility—a "single source of truth"—into HR data in real time
- Collaborate, discuss, and plan online in real time on a secure cloud solution
- Model and share scenarios with key stakeholders

Insights

- Identify high performers and scarce employees in different functional areas
- Identify part-timers, probationers, and consultants to optimize workforce if required
- Shortlist employees with similar skills

and have a back-up plan ready for key positions

- Ensure skill sets capture skills beyond current profile requirements, and list certifications for easy screening

Your Comprehensive HR Solution

Nakisa Hanelly is an out-of-the-box org chart and org design solution. Use the Nakisa Hanelly solution to create an org chart for a full picture of your organization, leveraging your current HCM platform to visualize your data. View data such as cost, layers, and span of control, directly within the org chart. Drill down into the details of an individual, utilize multiple views, and filter for the metrics you need to see.

Access Employee Information

Nakisa Hanelly allows users to visualize and better understand their organization. The Nakisa solution enables leaders to easily share, discuss, and analyze information with their teams, all within one system. In addition, a widespread workforce can identify and communicate with their global colleagues.

Easy Deployment

The Nakisa solution can be deployed with full integration to your ERP or in a phased deployment model in standalone mode to shorten deployment timelines. In this scenario, deployment is simplified by abstracting data from specific organizational units using a combined effort from project teams and ready-to-use configuration templates.
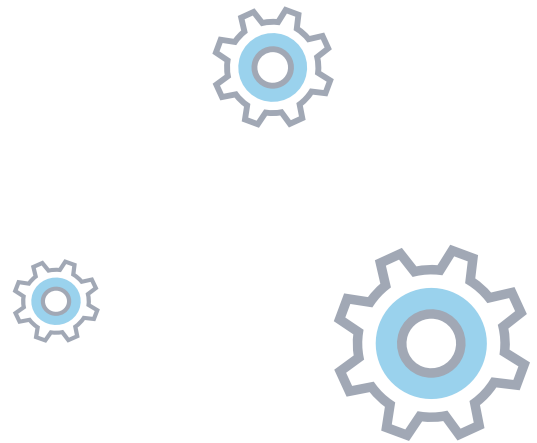
With Nakisa Hanelly, You Can:

- Achieve global visibility
- Monitor, audit, and improve HCM data
- Reduce costs by leveraging powerful automation and ERP integration technology

Why Industry Leaders Trust Nakisa

- Global leader in organizational design and business transformations
- Experience with the world's most renowned brands
- Proven HR solution

About Us

A global leader in cloud business solutions for Organization Transformation and Accounting & Compliance, Nakisa delivers innovative, forward-thinking and robust human resource and financial management solutions that advance your business strategies.

Nakisa serves 800+ enterprise customers and over 4 million subscribers in 24 industries. Nakisa is proud to work with some of the world's most renowned brands.

Contact Us

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