The North Sea Paradigm

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Championing the UK Subsea Sector Across the World
The Scientific Theory of Management
UKCS Behaviours

• Reliance on policy, process & practice
• Centralised functional control
• Micro-management
• Lack of trust
• Aversion to risk & a fear of failure
• Defer, delay and do nothing culture
• Focus on management rather than leadership
The Age of Acceleration

- **Volatility**  The nature and dynamics of change, and the nature and speed of change forces and change catalysts
- **Uncertainty**  The lack of predictability, surprise, and the sense of awareness and understanding of issues and events
- **Complexity**  The multiplex of forces, the confounding of issues and the chaos and confusion that surround an organization
- **Ambiguity**  The haziness of reality, the potential for misreads, and the mixed meanings, cause-and-effect confusion
- **Communications**  Smart phones, Facebook, Twitter, Instagram, YouTube, WhatsApp, Skype…
Lessons Learnt

Failure in itself is not a catastrophe, but failure to learn from failure definitely is.
Paradigm Shift

A time when the usual and accepted way of doing or thinking about something changes completely.
21st Century Management

- Leadership
- Sense of urgency
- Speed of communication
- Competence and capability
- Devolved decision making
- Responsibility, authority and autonomy
- Collaboration
- Respect, integrity and trust
Re-thinking Decommission

Do the right project,
do the project right
Start Thinking Differently

Leadership, Culture and Behaviours

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