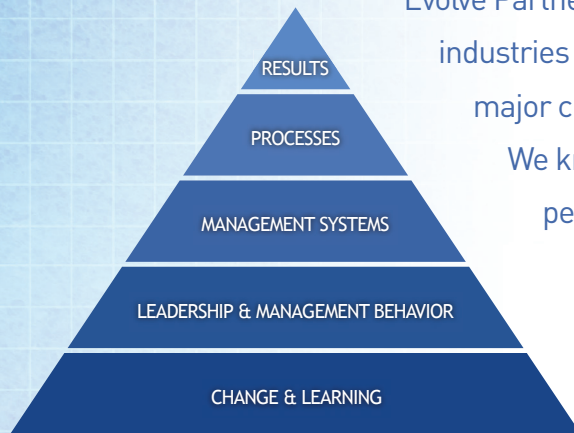


# Evolve: The Art of Implementation®

An integrated approach for sustainable results



## Organizational Space™

In the end getting implementation right, in the context of the real challenges our clients face, not only delivers sustainable results, but also creates an engaging and motivating learning experience that places them on a path to continue in the future. We use a proven approach that is expressed in the Organizational Space™ Model that cuts across all aspects of the business. We work with leadership to create next target conditions beyond what's currently viewed as possible, and engage the wider workforce in how they can contribute to that breakthrough performance. We do this by clarifying and streamlining work processes, ensuring timely

*“Learning how to deliver superior results faster by motivating people and growing their capability is a key source of competitive advantage for our clients. It’s the “magic” that enables many successful organizations to maximize the return on their strategy, assets and investments.”*

**Rupert Hucker,**  
Evolve Founder and CEO

Evolve Partners supports clients in Oil, Gas, Chemical and Heavy Process industries to achieve substantial, sustainable results by supporting their major change efforts and helping them solve their toughest problems. We know that to implement strategy effectively and drive superior performance requires a combination of working on the operating systems and processes, linking this with supporting the leadership, change and learning, that enables the results to sustain.

cross-functional decision-making, and identifying and reinforcing common behaviors and leadership capability. Our approach helps leaders learn to enable their people to make critical decisions at the right level and frequency. Most importantly, we do this by leveraging your existing investments and improvement efforts.

We believe that for change to be successful, people need to believe that the potential for new learning and higher levels of performance are possible. The value of overcoming these perceived limits to learning is not just about a specific production target or utilization rate. It is also about the value you create as a leader when your people challenge their limit on any given day, and achieve more than they thought possible. This mindset helps to remove barriers and enable your experts to do what they do best.

A workforce that believes that better is possible is a strategic advantage. That, combined with a clear line of sight as to how their performance is relevant to the overall business goal and the appropriate level of autonomy to make decisions, can transform your business to a new level. This helps unlock the potential and captures substantial additional profit in the business.

We use our integrated approach to deliver critical results in our chosen industries by weaving together the five key elements of any change process.



## THE ESSENCE OF EVOLVE

An integrated approach for sustainable results

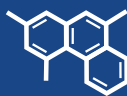
CHANGE PROGRAMS  
DELIVERING CRITICAL RESULTS

### Your People

Through driving and unlocking opportunities your people enhance their skills and capabilities creating an engaged and motivated organization.



OIL, GAS,  
CHEMICALS  
& HEAVY  
PROCESSES



Results

Business processes

Management systems

Leadership behavior

Changes & learning

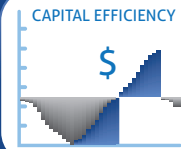
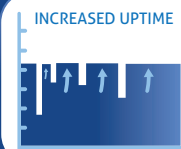
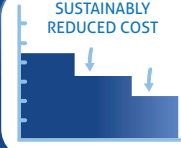
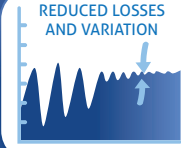
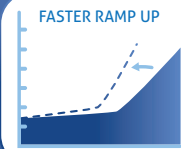
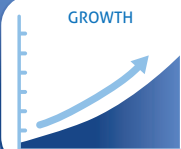
Realizing potential performance

Industry solutions  
and best practice

Measuring and intervening  
on performance

Insights on leadership  
and behavior

Opening possibilities  
for future improvement



SOLVING YOUR  
TOUGHEST PROBLEMS

### Our People



Experienced in implementation in our industries, our people are skilled in using continuous improvement tools and methods to support your learning.



### Evolve Partners, US

Galleria Financial Center  
5075 Westheimer Road, Suite 1177  
Houston, TX 77056  
t: +1 (281) 661-5000  
e: infoUS@evolve.cc

### Evolve Partners, Canada

Suncor Energy Centre  
#5100, 150-6th Avenue S.W.,  
Calgary, AB T2P 3Y7  
t: +1 (403) 538-2147  
e: infoCAN@evolve.cc