

# The Relentless Pursuit of Performance

*"We have a better organization as a result of the program, and I have greater confidence in our ability to solve new problems."*  
—Business Unit Leader

The purpose of Evolve is to help organizations Thrive, Learn and Grow. Evolve helps leading energy and chemical companies deliver significant value in capital, production, cost, risk and growth, that continues to improve long term. We believe that consulting interventions should put clients on a different trajectory: a changed belief in what's possible, with the capability and culture for ongoing improvement and agile response to new challenges.

**Evolve's Idea.** Evolve is built on the idea that sustainable change requires developing new capability. If your people are going to truly learn, the answers have to be realized by them, which requires an approach that builds your organizational capability and ownership. This can only be achieved if your people build skills and practice new behaviors through experience, with leaders owning and driving the change themselves.

**Led and driven by you.** Evolve's proven methodology helps organizations design and implement their own successful change programs. Our clients are typically trying to implement change themselves, as they recognize that sustainable change requires building new skills and practicing new behaviors. To address concerns about the lack of engagement, ownership and sustainability that often comes with external support, Evolve helps you use the challenges you have today as the practice field to build your organization's engagement and skills for implementation.

*"We've made huge improvements in our maintenance effectiveness and efficiency, and the development of leadership and change management skills will provide significant benefits in the future."*

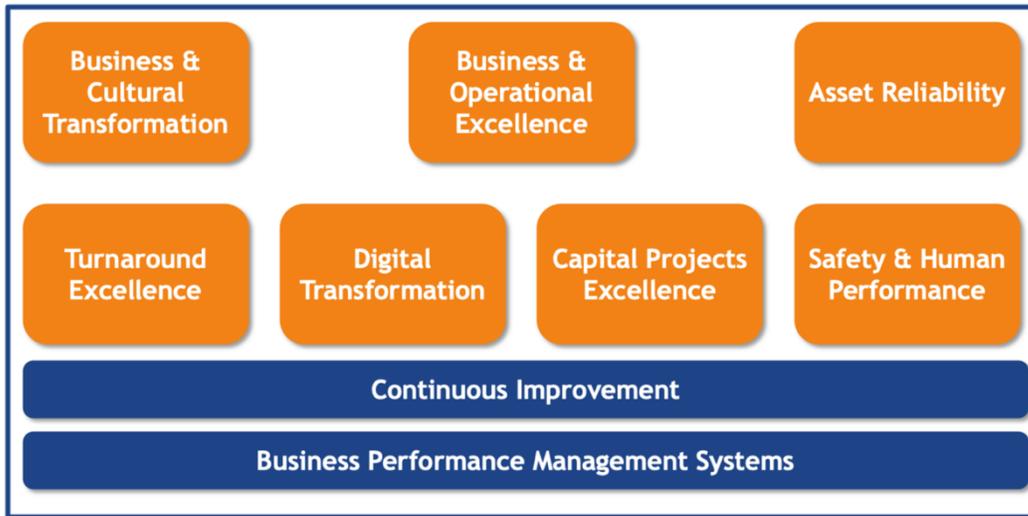
— Maintenance & Engineering Manager

**An Integrated Approach.** Across these areas, we help you to realize significant results in the near-term and a sustained ability to deliver better improvement into the future, based on our integrated approach to implementation that includes robust processes and systems, better leadership capability and a shift in culture. Articulated in our Organizational Space™ model, this integrated approach is supported by real insights on change and learning, codified in a methodology that is open to you and

flexible to your unique circumstances and where you are on your journey. We believe that skills and culture can only develop through the experiences and realizations of your people, so we take a leveraged approach, deploying the fewest consultants necessary with an emphasis on coaching your people. All our consultants are employees and are passionate about helping your people thrive, learn and grow. They are aligned to our focus on engaging your people to build ownership of performance, urgency for action and skills for implementation.



**Implementation Programs.** Evolve’s real difference is our understanding of and approach to change, but our Energy and Chemical industry focus means we build **your** program based on experience, insight and best practice. Our programs are tailored to where you are.

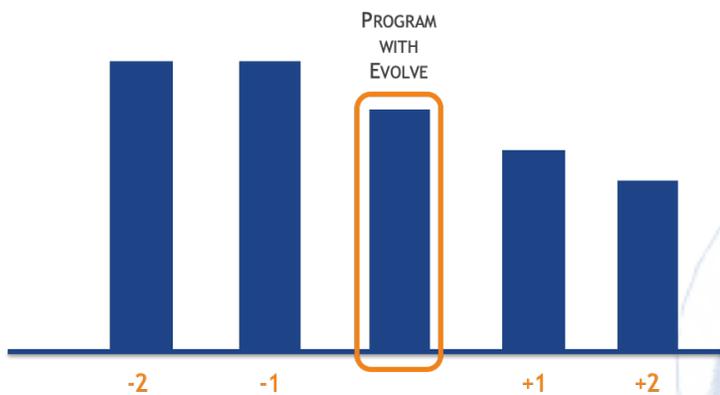


**The Difference It Makes.** We have a long track record with many of the industry’s best companies because our approach adds more value in the short-term and far more value in the long-term—and they recognize that. The key to this success is what we leave behind. The diagram below shows how Evolve supported a company with a comprehensive operational excellence program to improve OPEX by 60% from the baseline. And it continues to improve long after the Evolve supported ended, with the client attributing that success to the culture and capability Evolve helped to create.

*“Working with Evolve created a learning environment that sustained without additional consulting assistance.”*

*– Plant Operations Manager*

**40 % OPEX REDUCTION FROM BASELINE**



What we leave behind is clarity and consistency of processes that are used and continuously improved, along with an effective cadence of data-driven decision-making with clear roles and accountabilities, and improved leadership capability. We cultivate a learning environment, open to new challenges and skills for implementation. The experience creates a culture aligned to your strategy and change that is owned and driven by you, supported by Evolve as you relentlessly pursue the next level of performance.

*“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*

Houston - Calgary  
[www.evolve.cc](http://www.evolve.cc)

