

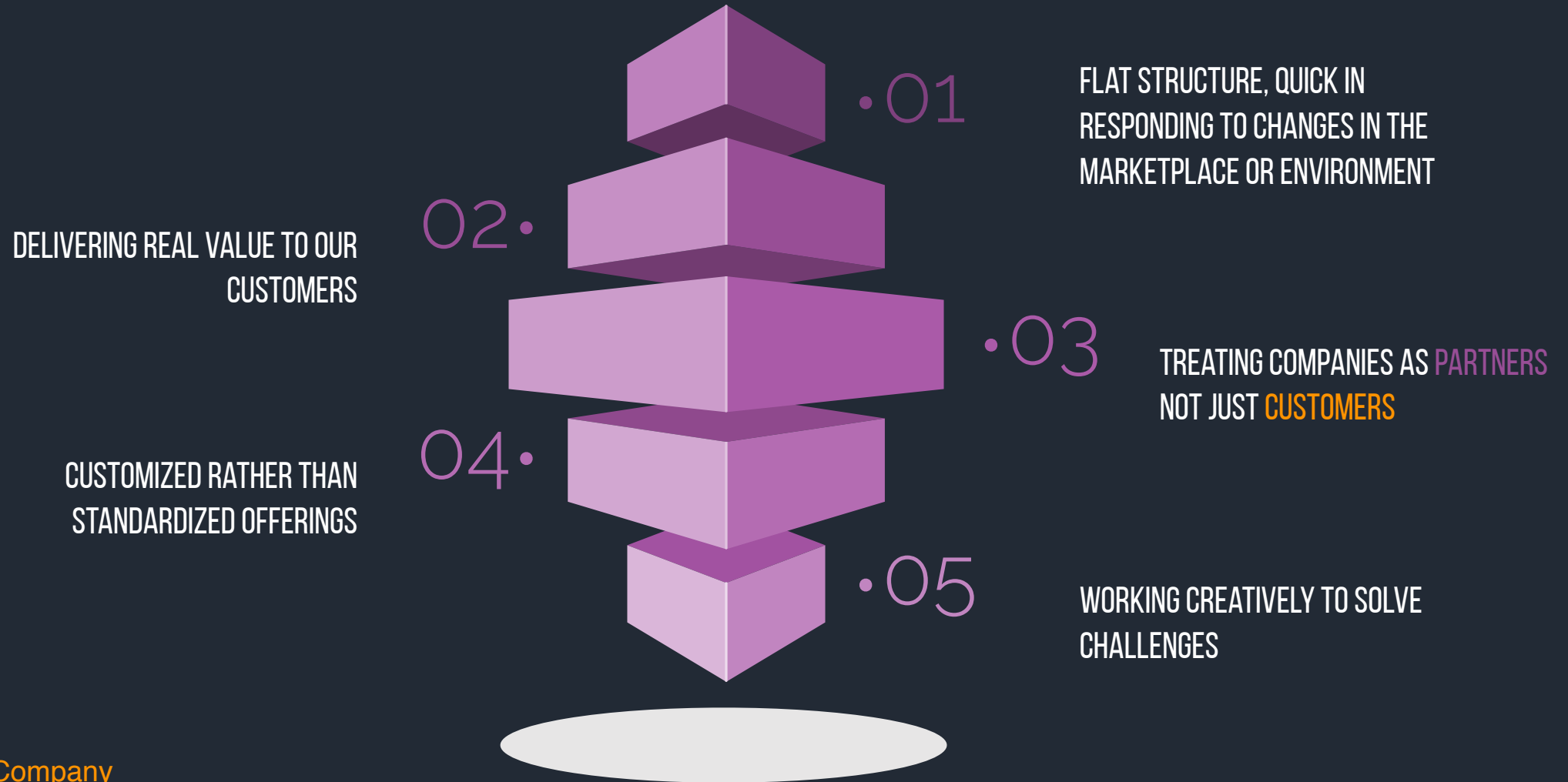
# GTS PATHWAYS

An Agile Organization



# An Agile Organization

GTS an industry-specific Specialist



# Say goodbye to agency fees

GTS an industry-specific Specialist

“

**AT GTS GEOTECH WE LIKE HELPING GOOD  
COMPANIES FIND GOOD PEOPLE**

”

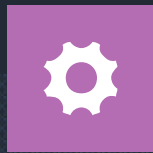
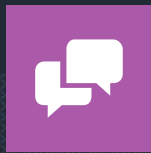


ALIN FARAH

Founder/CEO

# Meet Hedley

GTS an industry-specific Specialist



## 6 YEARS SERVING YOU IN USA AND CANADA



Building authentic relationships is something that comes naturally to North Americans, and since moving to Houston, this is something I have greatly enjoyed - both with truly talented workers and managers of people alike.

Fostering genuine, and open relationships is also very much part of the GTS DNA, and helps us collaborate with clients to form tailored solutions they tell us really work for them.

I look forward to getting to know you and working with you to discover your next mission critical human resources!



# GTS HISTORY

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# Offices

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68% OF FORBES' LIST OF THE 25  
BIGGEST PUBLIC OIL & GAS  
COMPANIES CONSULTING

- ROYAL DUTCH SHELL
- BRITISH PETROLEUM
- EXXONMOBIL
- CHEVRON
- TOTAL
- CONOCOPHILLIPS



# HIRING ISSUES

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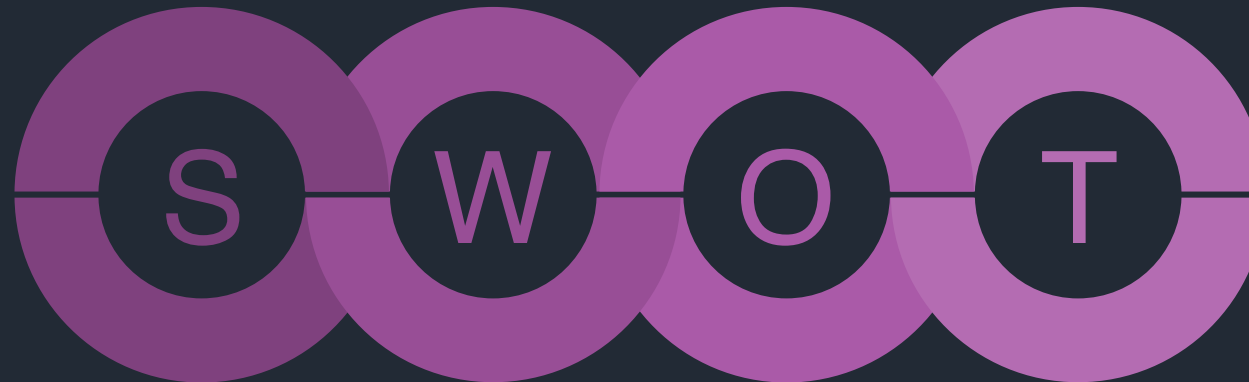
## STRENGTH

RICH LANDSCAPE OF EXPERIENCED & LOW COST WORKERS/ DIVERSITY OF WORKFORCE/ TECH. INNOVATION & INFRASTRUCTURE/ LEADING IN R&D/ INCREASE FOCUS ON HSE - STRONGER EMPLOYER BRANDS/ ENVIRONMENT & COMMUNITY ENGAGEMENT INITIATIVES



## WEAKNESS

DEMOGRAPHICS / MILLENNIALS MORE LIKELY TO JOB SWAP/ HIGH COST OF RECRUITMENT/ ORGANIZATIONAL CHALLENGES DUE TO SIZE/OVER-DEPENDENCE ON NON-DOMAIN EXPERT AGENCIES/ 10,000 BOOMERS ARE ENTERING RETIREMENT AGE EVERY DAY



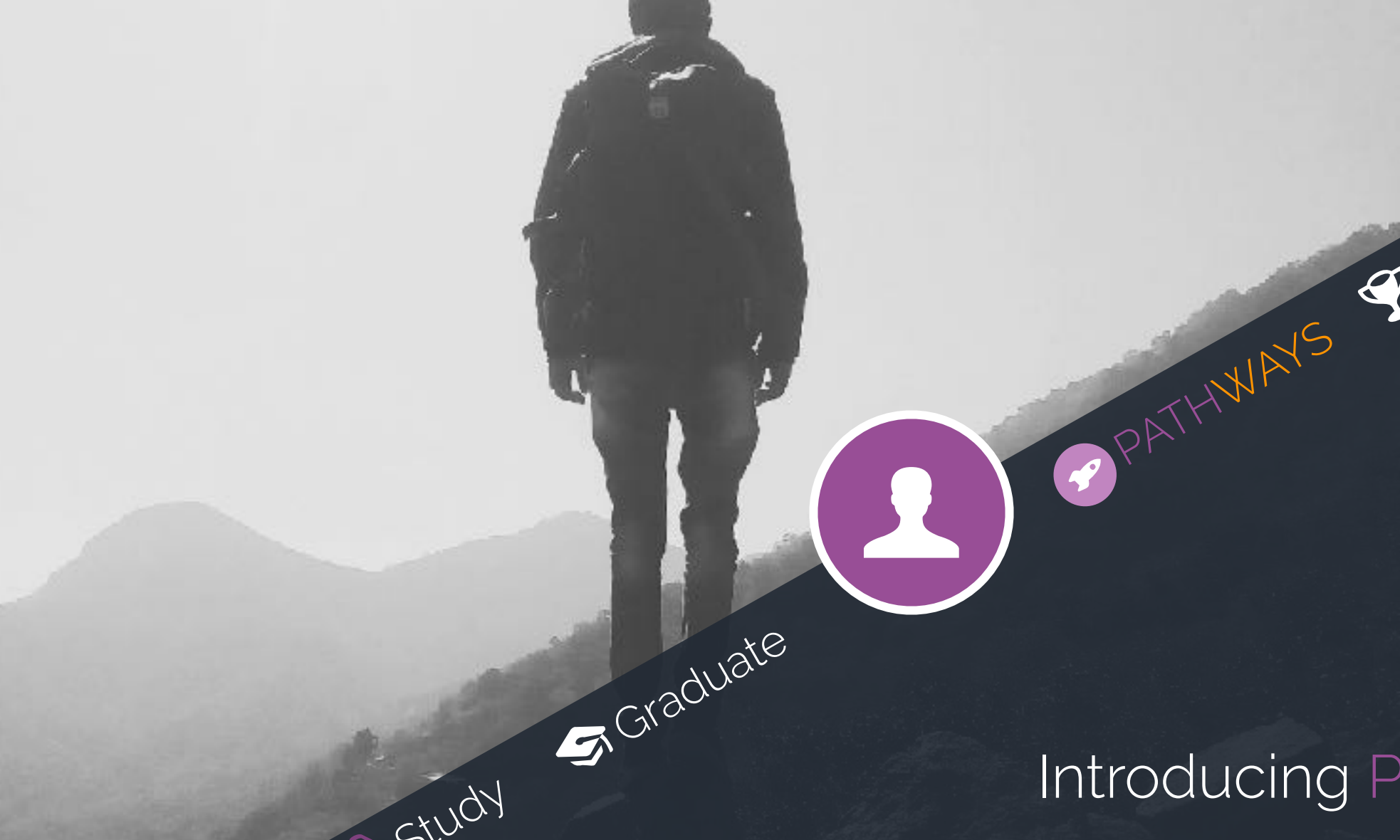
## OPPORTUNITY

POTENTIAL NEW MARKETS/ INCREASE IN GLOBAL DEMAND OF GAS/ BOOMERANG EMPLOYEES/ MERGERS & ACQUISITIONS/ GROWTH OF ENTERPRISE MOBILITY SOLUTIONS



## THREAT

FAILURE TO RETAIN SKILLED STAFF/ EXPLORATION RISKS/ RAPIDLY CHANGING TECHNOLOGY /VOLATILE OIL PRICES/SLOWING ECONOMIES/INCREASING COMPETITION FOR WORKERS/ DELAY OF EXISTING PROJECTS/ GOVERNMENT & REGULATION RISK (BREXIT)



 Study

 Graduate



PATHWAYS



Success

# Introducing PATHWAYS

SCALING UP RESOURCES AS WE MOVE OUT OF THE DOWNTURN





Step 01  
CUSTOMER DETERMINES A  
REQUIREMENT / SCOPE OF WORK



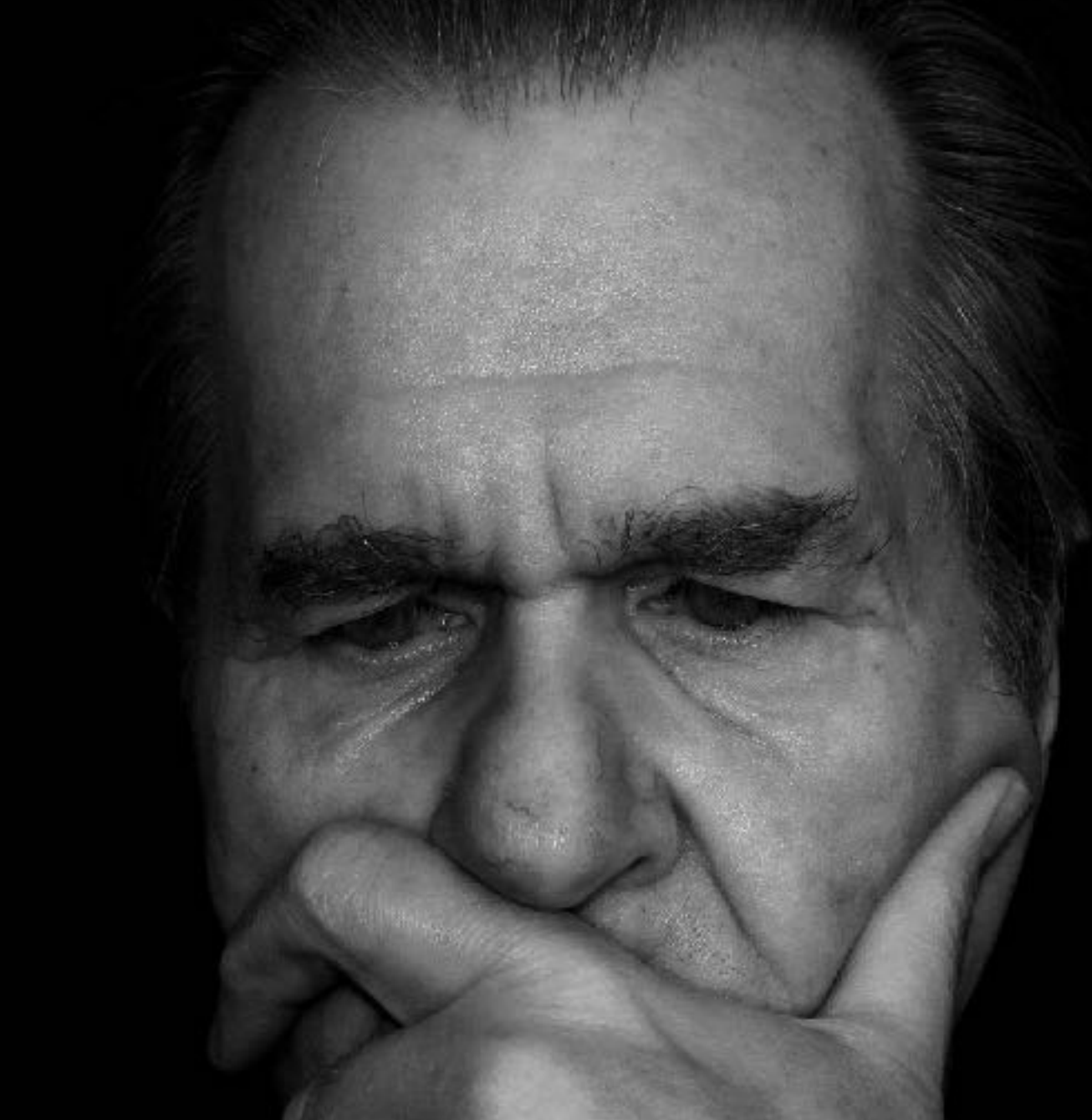
Step 02  
ENGAGE & AGREE  
POTENTIAL PATHWAY



Step 03  
RESOURCE SELECTED  
FROM TALENT POOL



Step 04  
RESOURCE INTERVIEWED &  
STARTS



START



STEP 1



Step 2



Step 3



SUCCESS



DURING THE UPTURN COMPANIES WILL NATURALLY REQUIRE ADDITIONAL RESOURCES AS NEW PROJECTS BEGIN OR OLD PROJECTS COME BACK ON STREAM



A VARIATION OF THE “TEMP-TO-PERM” MODEL WITHOUT THE BALLOON FEE PAYMENT WHEN CONTRACTOR CONVERTS TO STAFF



A SUCCESSFUL METHOD FOR RECRUITING WORKERS ON A “TRY BEFORE YOU BUY” BASIS



GTS **PATHWAYS** MITIGATES THE RISK ASSOCIATED WITH NEW HIRES

# RISK MITIGATION

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THE TRANSFORMATION OF THE WORKFORCE BRINGS AGILE ALTERNATIVES TO THE TRADITIONAL, FULL-TIME PERMANENT POSITION. IT MAY BE TIME TO RE-THINK THE TERM EMPLOYEE



51%

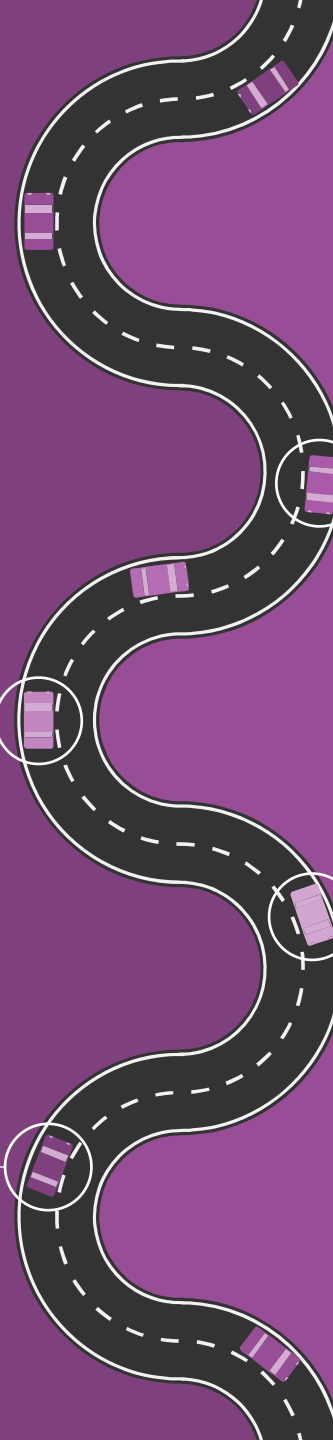
2016 - "SOMEWHAT SATISFIED"  
WITH THEIR JOBS

- 1 10% TO 25% OF NEW HIRES LEAVE WITHIN 6 MONTHS
- 2 19% SAID NEW HIRES, ESPECIALLY MILLENNIALS, LEAVE BECAUSE THEY DON'T LIKE THEIR ORGANIZATION'S CULTURE

- 3 REPLACING TALENT RUNS AS HIGH AS 2X ANNUAL SALARY
- 4 75% OF COMPANIES AGREE IT TAKES MORE TIME THIS YEAR THAN LAST YEAR TO FIND THE RIGHT TALENT TO FILL POSITIONS

# PATHWAYS

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## Referrals

REFERRED WORKERS HAVE A 45%  
RETENTION RATE AFTER 2 YEARS



## Competency

COMPETENCY FRAMEWORK  
MATCH



## Talent Pool

STREAMLINE THE HIRING  
PROCESS

## Social Recruitment

PUTTING A HUMAN FACE ON THE  
COMPANY



**Milestones**  
OUTLINING MILESTONES FOR  
NEW HIRES TO ACCOMPLISH  
DURING CONTRACT

**Survey**  
UNCOVERS PROBLEMS.  
ONLY 29% OF SURVEY  
RESPONDENTS POLL NEW HIRES

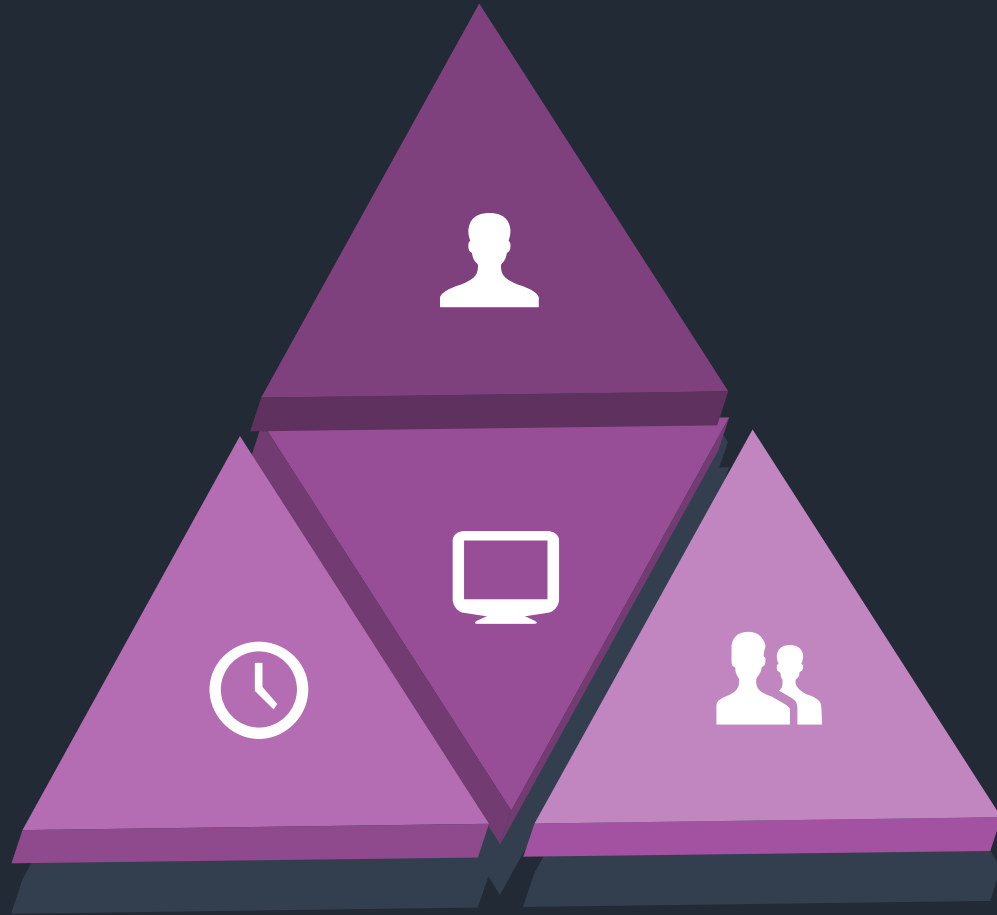
**Stay**  
"STAY INTERVIEWS" TO REDUCE  
TURNOVER

**Recognition**  
30% MORE SATISFIED WHEN  
THERE'S AN INFORMAL  
RECOGNITION PROGRAM

**END OF THE ROAD?**  
AT THE END OF THE AGREED CONTRACT TERM  
CLIENT MAY EXERCISE OPTION TO CONVERT  
WORKER TO EMPLOYEE STATUS

# Benefits

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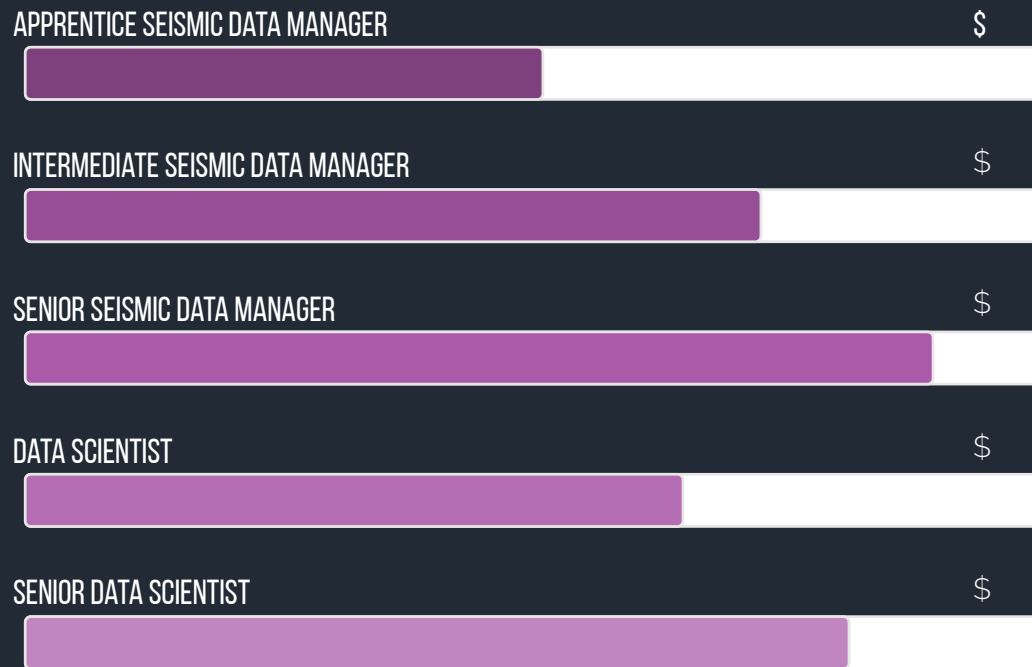


- Competence  
22 YEARS INDUSTRY EXPERTISE  
INTERNATIONALLY
- Technology  
BEST-PRACTICES TO CREATE  
TALENT POOL
- On Time  
AGILE ORGANIZATION - RIGHT  
PEOPLE, RIGHT PRICE, RIGHT TIME
- Teamwork  
COLLABORATIVE TOOLS FOR  
COMMUNICATION & BEST  
PRACTICES

# Benchmarking

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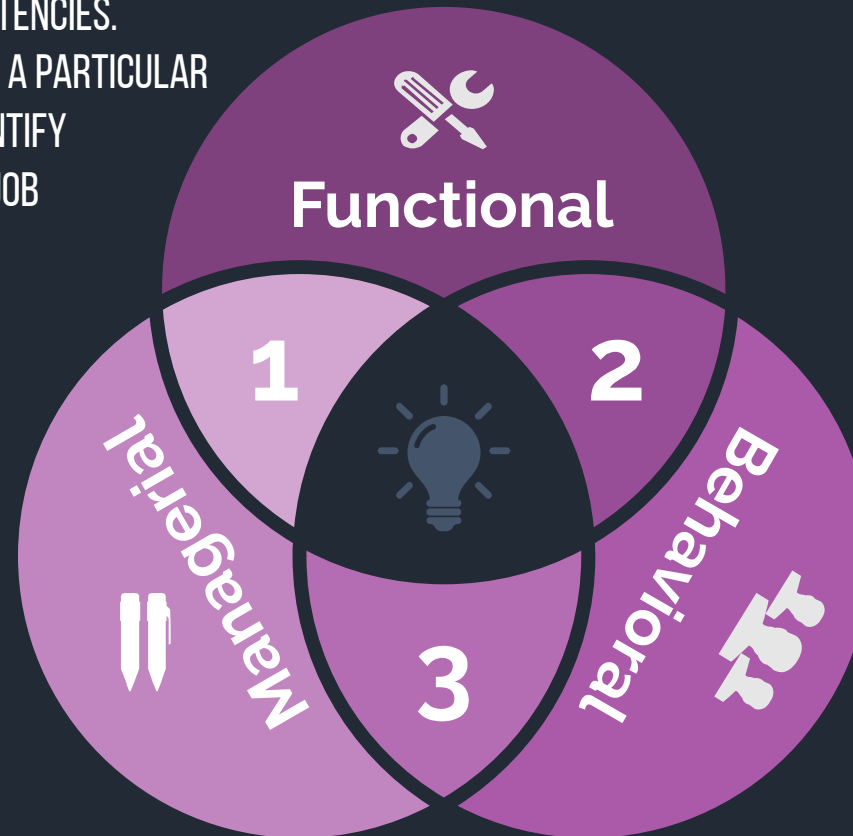
## Skills v Rates



# Competency Framework

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A TOOL FOR ASSESSING A PERSON'S COMPETENCIES.  
DEFINES THE REQUIRED COMPETENCIES FOR A PARTICULAR  
POSITION, AS WELL AS A TOOL TO HELP IDENTIFY  
THE MOST SUITABLE INDIVIDUALS FOR THE JOB



## 1 Functional

TECHNICAL COMPETENCIES OR THE HARD  
SKILLS TO PERFORM JOB. VARIES  
DEPENDING ON JOB I.E. IT PROFESSIONAL  
SKILLED AT JAVA DEVELOPMENT

## Behavioral 2

ABILITY TO WORK PRODUCTIVELY WITH OTHER PEOPLE.  
CLASSIFIED INTO: ORGANIZATIONAL, PEOPLE-RELATED,  
AND ROLE-RELATED : TIME MANAGEMENT, STAFF  
DEVELOPING, DECISION-MAKING, DELEGATION,  
COMMUNICATION, AND RESOURCE MANAGEMENT

## 3 Managerial

INTERPERSONAL AND "PEOPLE" SKILLS OF  
AN INDIVIDUAL. SOFT SKILLS ARE  
CATEGORIZED.: LEADERSHIP, TEAMWORK,  
MOTIVATION, ADAPTABILITY,  
COMMUNICATION, SERVICE-ORIENTED,  
INITIATIVE, AND DYNAMISM



# Benefits of Competency Framework

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## Benefit 01

UNDERSTAND CLEARLY CAREER PATH. KNOW WHERE STRENGTH LIES AND WHICH AREAS HAVE ROOM FOR IMPROVEMENT



## Benefit 02

IDENTIFY AREAS WHICH NEED FURTHER TRAINING AND ENHANCEMENT. THESE ARE CLEARLY IDENTIFIED IN COMPETENCY MATRIX



## Benefit 03

KNOW WHICH TASKS TO WORK ON, AND IDENTIFY TASKS NEEDING ASSISTANCE FROM OTHERS. ABLE TO IDENTIFY THE AREAS THAT ARE NOT SKILLED



## Benefit 04

PINPOINT WHICH SOFT SKILLS ARE CURRENTLY POSSESSED AND NOT POSSESSED. IDENTIFIED IN BEHAVIORAL ASPECTS OF COMPETENCY MATRIX



## Benefit 05

KNOW OBJECTIVES NEEDED TO ACHIEVE CRITICAL GOALS, AS WELL AS IDENTIFYING FURTHER EXPECTATIONS TO BE MET

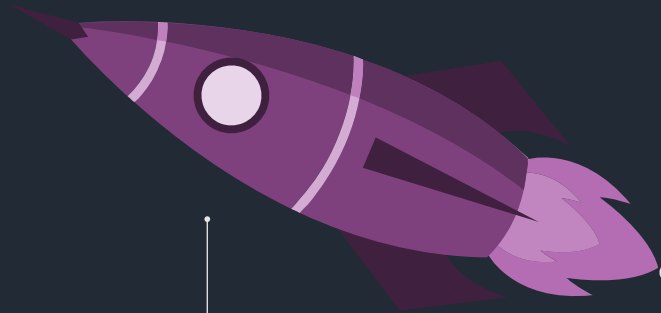


## Benefit 06

EASILY IDENTIFY WHO IS BEST QUALIFIED FOR A PARTICULAR ROLE

# Your Competency Framework

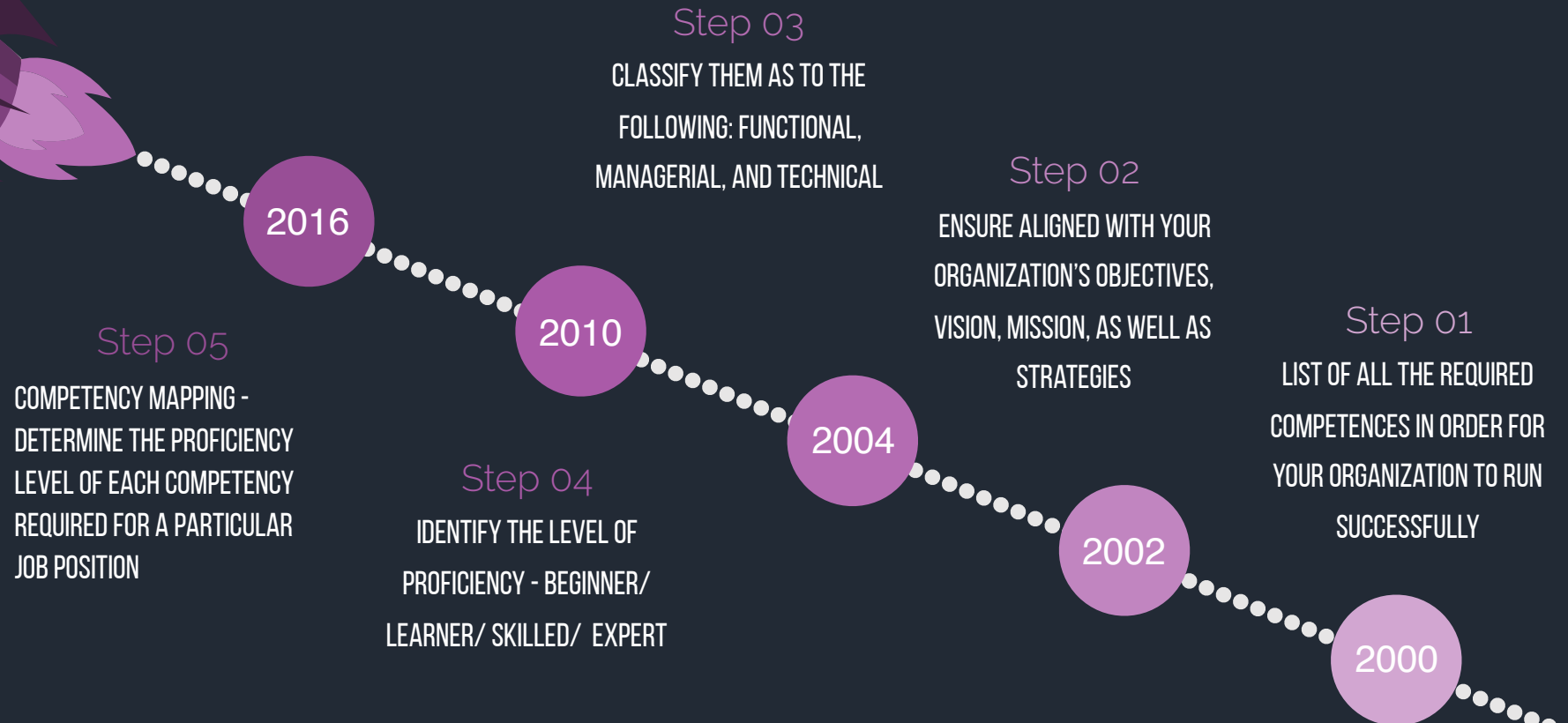
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## The Rocket

FRAMEWORK IS THE TOOL AND MAPPING IS THE PROCESS. ONCE IDENTIFIED LEVEL OF COMPETENCIES OF INDIVIDUAL, CAN THEN PINPOINT WHICH OF COMPETENCIES REQUIRED TO PERFORM SUCCESSFULLY A JOB OR A ROLE

GTS Group Company



# Talent Pool

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ALCHEMY OF SUCCESS -  
FINDING THE PEOPLE WHO KNOW...

A GOOD SOLUTION MIGHT  
BE THE FIRST THING  
THAT POPS INTO YOUR  
HEAD, BUT A **GREAT**  
**SOLUTION** IS ONE THAT  
TAKES A BIT OF SWEAT



# Talent Pool

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1



A RECRUITMENT DATABASE IS  
NOT A TALENT POOL

2



DEDICATED TEAM OF  
SPECIALISTS TO TRACK  
QUALIFIED PERSONNEL

3



PRE-SCREENED/ REFERENCE  
CHECKED / PROFESSIONALLY  
QUALIFIED / AUTHORIZED TO  
WORK / APPLICABLE VISAS

4



TALENT GROUPS INCLUDING  
PROSPECTS, CURRENT  
EMPLOYEES, PAST  
APPLICANTS AND EVEN PAST  
EMPLOYEES OR ALUMNI

5



STREAMLINED RESOURCING

# Creating Your Talent Pool

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1



**Review Strategy**  
A REVIEW OF STRATEGIC PLAN  
& IDENTIFY POSITIONS  
CRITICAL FOR LONG-TERM  
SUCCESS - 3-5 YEARS

2



**Identify Competencies**  
USING POSITIONS LIST IN STEP  
ONE, PINPOINT COMPETENCIES.  
THIS REVEALS POSITIONS AND  
COMPETENCIES OVERLAP.  
IDENTIFY CURRENT  
COMPETENCIES WITHIN  
COMPANY

3



**Gap Analysis**  
DETERMINE AREAS FOR HAVE  
L&D OPPORTUNITIES &  
COMPETENCIES TO DEVELOP

4



**Employees**  
EVALUATE CURRENT  
EMPLOYEES REGARDING  
FUTURE CAREER PLANS & IF  
THEY WANT TO BE A PART OF A  
TALENT POOL

5



**Maintenance**  
PERSONAL DEVELOPMENT  
PLANS REGULARLY REVIEWED  
AND REVISED

# Learning & Development

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76%

ONE OF THE TOP THREE NON-FINANCIAL  
MOTIVATORS - WORKERS LOOKING FOR SOME  
KIND OF CAREER GROWTH AND DEVELOPMENT

87%

MILLENNIALS SAY PROFESSIONAL  
DEVELOPMENT OR CAREER GROWTH  
OPPORTUNITIES VERY IMPORTANT



Personal Development  
EACH WORKER DEVELOPS AN  
INDIVIDUAL PDP



Courses  
40% THAT RECEIVE POOR JOB  
TRAINING LEAVE WITHIN 12 MONTHS.  
COURSES PROVIDED BY ACCREDITED  
SUPPLIERS



The Time  
PDP IS REVIEWED AND REVISED  
REGULARLY



Millennials  
TAP INTO 'EXPERIENCES' OVER  
'POSSESSIONS'. COACHING &  
MENTORING MORE THAN CERTIFICATES



# Successful PATHWAYS

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“ ...GTS took a keen interest in my professional development right from the start... they coordinated with my supervisor at Shell to fund training... I will always be grateful to the people at GTS for their support...”



Shelby Smith  
PATHWAYS Alumnus, Shell



“ GTS was the perfect conduit back into a leading-edge position...GTS care about you as a person first and as an employee second... it is inspiring. You are joining a family... only furthered by the regular socials, dinners and activities we enjoy on a regular basis.”



David Meek  
PATHWAYS Alumnus, Eni Petroleum



“ “[GTS] provided me with more opportunity than my university and every other resource that was at my disposal. GTS cares about their people and makes them feel welcome and essential at every turn...”



Katherine Otto  
PATHWAYS Alumnus, Shell



# Meet The Team

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**ALIN FARAH**  
Founder/CEO

---

25 years experience in Upstream Oil & Gas market. Postings in UK, Nigeria, Middle East Houston & The Hague



**GARETH GRUNDY**  
General Manager

---

18 years working in sales and general management for Upstream consulting group.



**HEDLEY PARIS**  
Senior Account Manager

---

9 years experience in Upstream Oil & Gas market. Postings in UK, Houston & Calgary



**JANE RAMSAY**  
Talent Acquisition

---

Expert in ongoing cycle of process related to attracting, sourcing, recruiting and hiring employees within an organization.



## E-Mail Us

LET US KNOW YOUR  
REQUIREMENT

[INFO@GTS-GEOTECH.COM](mailto:INFO@GTS-GEOTECH.COM)



## Co-operate

TALKING TO OUR SALES TEAM IS THE START OF  
THE CONSULTATION



## Thinking

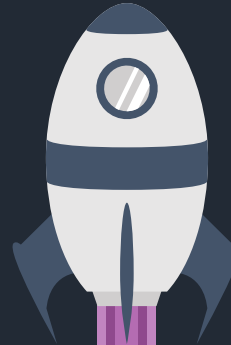
ABOUT CONTINGENT WORKFORCE  
OR CONCERNED ABOUT NEW  
HIRES IN VOLATILE MARKET

START  
UP!



## Our Target

To find have your resource on seat within 30 days



## Get Success

OUR AVERAGE TIME TO SOURCE A CANDIDATE IS LESS THAN A WEEK



## Speedy

Rapid response from Agile Organization



## Work Together

ITERATIVE PROCESS TO DEFINE ROLE & COMPETENCIES



# GTS Geotech

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100% DEDICATED TO  
FINDING  
RIGHT PEOPLE AT  
RIGHT PRICE AT  
RIGHT TIME

100% DEDICATED TO SERVING  
OUR CLIENTS

100% DEDICATED TO SERVING  
OUR WORKERS



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