Total Talent Management
Optimize your workforce
To compete in the future, organizations will need to push talent management beyond the confines of the enterprise wall to include the new extended workforce: A global network of outside contractors, outsourcing partners, vendors, strategic partners and other nontraditional workers. By maximizing the potential of both an extended workforce and employees, companies can gain critical advantages, including agility and access to valuable talent.

From Strategy to Operations, Accenture offers proven innovative approaches to help energy companies link to a talent supply chain framework. This can help deliver increased quality, performance and productivity across all work groups.

### Accenture’s Total Talent Management Solution and Service Offerings

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<th>Solution</th>
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<td>Total Talent Outlook</td>
<td>Total Talent Outlook delivers a baseline view of an organization’s total talent. A plan to action recommends optimized labor costs and productivity while increasing competitiveness and profitability.</td>
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<td>Plant / Field Workforce</td>
<td>Plant / Field Force Management is a suite of processes, services and technology. By transforming how work is scheduled, performed and completed, companies can increase capital efficiency, scheduling improvements and organizational capacity.</td>
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<td>Management Transformation</td>
<td>End-to-End Total Talent Operations harmonizes and optimizes the processes and people that manage employee and contingent labor. These areas have been historically split across HR, supply chain management, finance and business units. This optimization can help reduce general and administrative (G&amp;A) costs and improve overall demand management.</td>
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<td>End-to-End Total Talent Operations</td>
<td>High Velocity Total Talent Solutions integrate and simplify a company’s existing employee and contingent talent systems landscape. Businesses gain visibility into demographics, spend, worker capabilities and usage across all work groups and geographies.</td>
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**Total Talent Outlook**

To effectively manage talent—inclusive of both employee and contingent workers—energy companies must understand what skills they have. Additionally, they must know where they are located, what they cost the organization, and if they are truly productive in support of current and future business needs.

Accenture believes that there is significant opportunity for energy companies to optimize value across the full talent supply chain and all work groups.

E&P companies spend over 50% of total G&A in labor-related support costs. Accenture’s experience shows that up to 80% of that spend is addressable.

Accenture’s Total Talent Outlook is an offering that enables energy companies to understand and compare their current talent demographic. By understanding capability and cost baselines (to stated business objectives), companies can define the right path to establish the strategies, systems and processes needed to close gaps.

**Plant / Field Workforce Management Transformation**

Current approaches to plant/field workforce management and scheduling are typically fragmented. This results in overcharging, compliance and safety lapses, and re-work.

Accenture’s Plant/Field Workforce Management helps address this issue by coordinating supplier and worker scheduling. Sourcing, mobilization, travel and demobilization are also integrated as-a-service.

We utilize an organization’s existing plant technology investments with Accenture’s leading edge Digital Plant Solutions to help increase the percentage of work completed as planned. Our solutions also streamline closeout processes and improve organizational capacity.

**End-to-End Total Talent Operations**

To remain profitable and competitive, demand management and workforce planning should include all work groups—employees and contingent labor—to optimize the total cost of the workforce. Accenture’s End-to-End Total Talent Operations helps organizations reduce labor-related G&A costs and gain better control of contingent labor. By unifying the processes and organizations, oil and gas companies can manage planning, sourcing, onboarding, tracking and development for all work groups.

We take Talent Management beyond talent acquisition. Rated best in class for HR, Finance and SCM operations, Accenture is uniquely positioned to deliver global End-to-End Total Talent BPO services.

**High Velocity Total Talent Solutions**

Oil and gas leaders want to know the total cost of their workforce, the labor cost of producing a barrel of oil, who is working on any given site, and whether labor is being as productive as it could be. These are not easy questions to answer because traditionally, HR systems and contingent labor systems are not well integrated and master data sets are not harmonized.

Accenture High Velocity Total Talent helps provide answers to these questions. Companies can achieve quick-win analytics that bridge an organization’s existing systems enabling the development of architectures and road maps to achieve a sustainable Total Talent Management capability.

We understand that energy companies have invested heavily in HR, contract labor management and procurement systems. That’s why we use an approach that helps clients make the most of existing investments, and move rapidly into the digital age.
About Accenture
Accenture is a global management consulting, technology services and outsourcing company, with more than 336,000 people serving clients in more than 120 countries. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world’s most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. The company generated net revenues of US$30.0 billion for the fiscal year ended August 31, 2014. Its home page is www.accenture.com.

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