

## **Taking Advantage of our Knowledge in PDO**

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### **ABSTRACT**

Petroleum Development Oman (PDO) has grown rapidly over the past few years and is seen as an exemplar leading, forward thinking and best practice organization adding the high value to the economy and society of Oman through many activities. Supporting In Country Value (ICV) is a key objective together with economic and social generation via Oil & Gas production. We are involved across the full spectrum of services from Exploration and Design, through to Select, Define, Build and Asset operations.

As PDO has grown in size and complexity so there was the need to put in place a strategic, consistent and workable approach to KM that could enable us to better identify, capture, share and apply our collective knowledge and expertise to help continuous operational improvements. Taking a best practice approach to KM, a managed phased approach was adopted. An initial startup phase was delivered including building the KM Enterprise Governance, and engaging a senior board member as our KM champion which proved essential to our success. A five year plan was written together with an Enterprise KM Code of Practice and framework and an early Pilot phase was implemented in Central Project Delivery within Engineering and Operations.

A dedicated KM team was brought together including Omanis and adopting the key building blocks of our Code of practice, targeted KM pilots were launched covering Lessons Learned, Communities of Practices , and On-Boarding. The pilot solutions included a combination of content, processes, people change and technology. After a period of about a year the KM pilots have been deemed very successful and this is down to clearly supporting approved operational processes, having clear business ownership of content, a supportive sharing culture, a dedicated skilled up KM team, a Learning knowledge base and a well-functioning KM governance model. Value is now being created via the use of KM and we are beginning to capture real examples where, through improved sharing of lessons learnt between Projects, real cost and time savings are being achieved in areas such as quality and material specifications. The KM team has also won a number of Departmental awards along the way and is now established in PDO.

The KM programme has now been extended on a controlled phased basis to other Functions, replicating the lessons learnt from our earlier pilots.