

► FOR IMMEDIATE RELEASE: Sunday, 16<sup>th</sup> July 2017

## BSP... FIT FOR THE FUTURE

As you walk into the Brunei Shell Petroleum Company Sdn Bhd (BSP) Head Office in Seria, one of the first things you will see is the Wall of Pride. A wall that proudly celebrates success stories of integrated teams across the organization who identified a problem or an opportunity, decided they were going to do something about it, did it and brought value to BSP's bottom line as part of BSP's Fit for the Future journey.



*The Wall of Pride*

## So What is Fit for the Future?

Fit for the Future is about finding more efficient ways of working, how we can do more with the same resources and different ways of thinking to solve old problems. It's striving to do what we do better each time and never settling for "just okay". To feel a deep dissatisfaction about the current reality and turn that feeling of frustration into one of empowerment, and turn ideas into concrete value-adding actions.



*The Fit for the Future Wall*

According to Dr Ceri M. Powell, BSP Managing Director, "Fit for the Future means aligning around a clear vision, to be a truly competitive company by 2020. For the last 88 years, we have contributed to this great country and our mission is to continue fueling Brunei's future for decades to come in line with the aspirations of Wawasan 2035. It is also developing senior leaders in BSP that are driving for a competitive business, a critical skill within the energy industry"



*The integrated team that made the “fit for purpose” video*

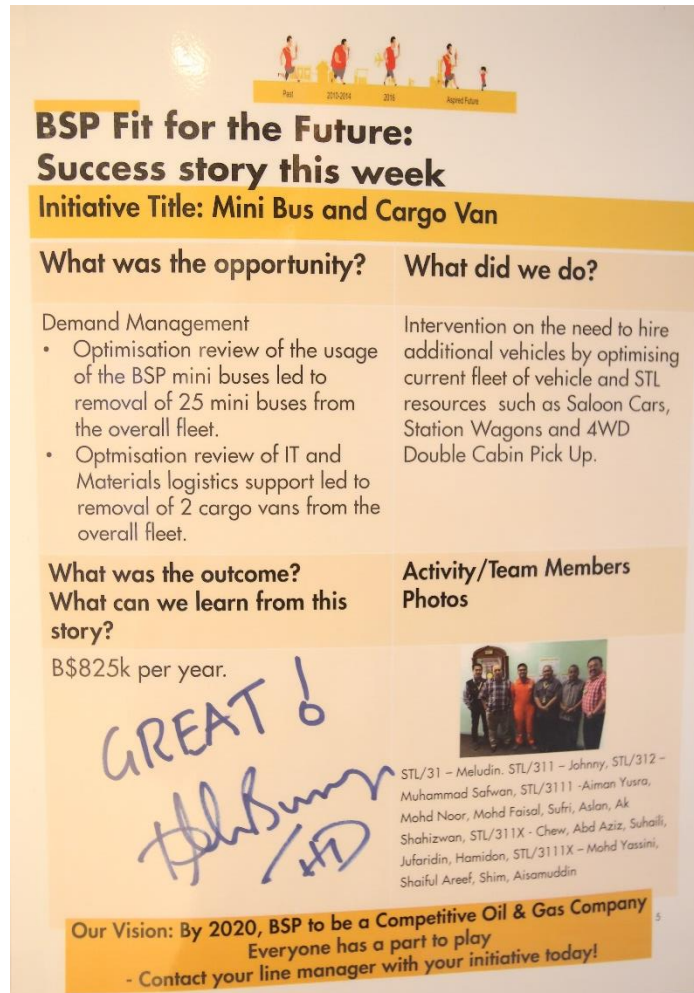
Here is an example hanging on the Wall of Pride, of how discomfort and deep dissatisfaction resulted in a solution delivered quickly by an integrated team that impacts the bottom line. The BSP KB Port on average transfers 300 people a day, 365 days each year. Previously, prolonged waiting times at the port, contributed to longer travelling times for working crews going offshore. This meant that people arrived offshore 2 hours later than the official starting time. It is easy to fall into the trap of “that’s just the way it is” but a group of people decided that this was NOT Okay and that they were going to do something about it. They took the opportunity to streamline the process. One of the key root causes identified was the lengthy mandatory safety video of 14 minutes! An integrated team between the West Asset, BSP Marine Department and the Communications and External Affairs Department, was formed to find a quick win- a “fit for purpose video”. The videos were edited in house at zero cost, without compromising the clarity of core safety messages. The time taken to watch the safety video was reduced from 14 minutes to less than 2 minutes! Saving 12 minutes of each person’s time. Sounds simple? Let’s see where simple gets us:

This “simple” action resulted in 1) vessels leaving the BSP KB port 12 minutes earlier per day; 2) an 84% improvement of vessels arriving/departing on time at the BSP KB Port.


The cumulative impact of this action, reducing 12 minutes of each person’s waiting time (and increasing their working time), for 300 people, equals BND\$6,000 per day saved and approximately BND\$2 million per year of waste reduced! A “simple” efficiency solution worth BND\$ 2million per year! At BSP, this behavior, this mindset is called “Fit for the Future”.

“It is essentially about asking ourselves-*how good could we be?*- and understanding our gap to potential and looking at others to learn” explained Haji Kamaludin Bungsu, Deputy Managing Director.





**BSP Fit for the Future:**  
**Success story this week**  
**Initiative Title: Mini Bus and Cargo Van**

<b>What was the opportunity?</b> Demand Management <ul style="list-style-type: none"> <li>Optimisation review of the usage of the BSP mini buses led to removal of 25 mini buses from the overall fleet.</li> <li>Optimisation review of IT and Materials logistics support led to removal of 2 cargo vans from the overall fleet.</li> </ul>	<b>What did we do?</b> Intervention on the need to hire additional vehicles by optimising current fleet of vehicle and STL resources such as Saloon Cars, Station Wagons and 4WD Double Cabin Pick Up.
<b>What was the outcome?</b> <b>What can we learn from this story?</b> B\$825k per year.	<b>Activity/Team Members Photos</b>  <p>STL/31 – Meludin, STL/311 – Johnny, STL/312 – Muhammad Safwan, STL/3111 – Aiman Yusra, Mohd Noor, Mohd Faisal, Sufr, Aslan, Ak Shahizwan, STL/311X – Chew, Abd Aziz, Suhaili, Jufardin, Hamidan, STL/3111X – Mohd Yassini, Shaiiful Areef, Shim, Aisamuddin</p>

**Our Vision: By 2020, BSP to be a Competitive Oil & Gas Company**  
**Everyone has a part to play**  
**- Contact your line manager with your initiative today!**

### Another Fit for the Future Success Story

"Being as efficient as we can be and not just saving money, but making money...for the nation of Brunei. It is also about strong and humble leadership who are open to ask for help to improve. Leaders must take the time and energy to support the frontline by removing the barriers, the challenges, to getting things done."

Currently BSP are using a tool called Cadence which is essentially Discipline- *Do what you said you would; Be on time; Stick to the budget; Do it Safely; and Think in new ways to solve old problems.*

And discipline also means checking and rechecking how we are doing, every week standing as a team challenging each other ... *are we achieving what we could? Are we as good as we could be? Have we done what we said we would do? How can we do it better? Why next month and not next week? How can leaders help unblock blockers?*



*The BSP leadership team in their weekly Fit for the Future meeting, recognizing teams that have worked more efficiently and who have added additional value to the bottom line.*

Fit for the Future is a cultural journey, unleashing the discretionary commitment of staff to empower them to see and eradicate the waste in the business. In BSP, in the last 20 weeks staff have generated more than 500 ideas and these have been captured and tracked to mature them and turn them into value.

“What I want is that every single employee and business partner, hunts for more efficient ways of delivering their tasks and they feel empowered to suggest it to their leaders. Remember- Every hour matters! Every dollar counts! Turn every idea into action!” added Dr Ceri Powell.

Yap Kong Fah, Technical Director, who manages BSP’s Logistics, Wells, Exploration and Development in his portfolio said, “It is really an exciting and important journey, when we unleash the creativity of our staff, empower them to identify blockers and find solutions, supporting them and appreciating their work, great things will happen! This enables everyone to bring additional value to the company and the country. Every contribution matters, it all adds up and we are highly motivated to continue to get fitter and fitter for the future of our Brunei”.

Fit for the Future applies across the board, whether it’s in areas such as Finance, HR and Logistics; from the simplest processes to the most complex. BSP is learning from other parts of the world as well to continue to train to be fitter. The whole oil and gas industry is working to be competitive today and competitive whatever the oil price.

Using Fit for the Future will instill a culture of discipline, peer challenge, action orientation, accountability and waste elimination –with a clarity of purpose that ‘improving the business is the business’.

So, imagine working in an organization where the conversations are about challenging the norm, being efficient and thinking of new ways to solve old problems; where strong and humble leadership inspires action! Let's work to make all companies, in every industry in Brunei, Fit for the Future.

**End**

**ENQUIRIES:**

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