



Fremtidens lederrolle

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Leder for Lean i Equinor

Fremtidens lederrolle



FORME FRAMTIDEN

Se etter forbedringer av drift og forretning, og gripe mulighetene

GI MEDARBEIDERE ANSVAR

Sette og kommunisere en tydelig retning, og gi medarbeidere ansvar for å levere og samarbeide på tvers av grenser

LEVERE RESULTATER

Være kommersiell, skape verdier og utgjøre en forskjell for Equinor

«Jeg er sikkerhet/I am safety» Fundament for alt vi gjør



Visjon
og mål



Målstyrt
forbedringsarbeid



Dedikerte team



Engasjerte
medarbeidere



Kunnskap

«Jeg er sikkerhet» er fundament for alt vi gjør

Resultater gjennom - Åpenhet og samarbeid + Læring og utvikling +
Prestere, gi og få tilbakemeldinger

Arbeidsmiljø x Trene x Prestere = Resultat

Equinor`s strategy with Lean



Strengthen target based improvement

Why do we need to do this? The improvement work in the business line need to have a clear link towards realization of Equinor's targets. This starts with clear understanding and ownership to the targets throughout the entire organization. At the end, realisation of improvement effects are based on clear direction, translation of targets, prioritizations and measurements.



Create common target summary and translate these at different levels



Create and tell change stories that provide motivation and ownership



Identify the most important value chains that create highest value



Strengthen monitoring to increase flow in value chain



Prioritize effort based on relevant "business cases" and possible effects





Improve value chains

Why do we need to do this? This allows the organisation to understand what generates customer value and realise effects in a holistic perspective. By improvement in value chains, we create stability and flow, identify bottlenecks and understand where we have the greatest improvement potential.



Stabilise and improve value chains in an end-to-end perspective



Analyse improvement potential of the most important value chains



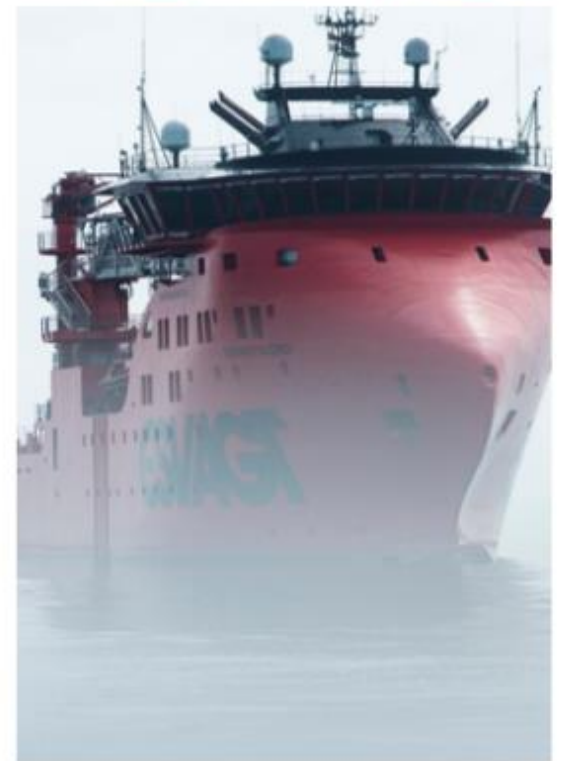
Ensure customer value is understood through the entire value chain



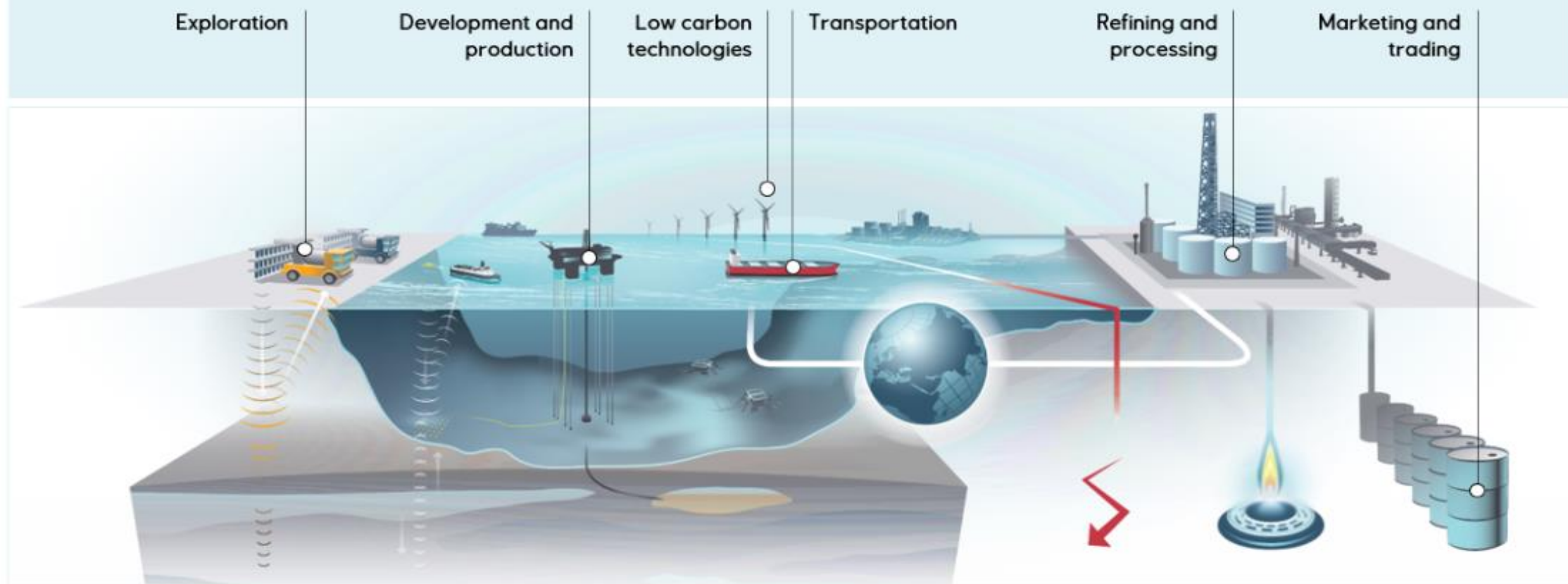
Establish interface agreements for the most important handovers



Monitor process indicators to secure flow and quality



Our value chain





Organise for continuous improvement

Why do we need to do this? We need to establish a clear structure for the improvement work and develop a workplace where everyone is working according to standards / best practices in a predictable manner as well as engaged and involved in the improvement work of these standards / practices.



Perform work according to established practices / standards



Ensure that improvements lead to updated standards



Build competence through use of common tools and methods



Prioritise time and create relevant collaboration arenas



Create room to act where leaders commit, challenge and coach

