

Organizational Capability Development

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Why Organizational Capability Development?

Organizational capability development is a purpose driven systematic approach to develop human capability and organizational structure thus enabling a workforce (in a country or specific organization) to be self sufficient and reliant in carrying out business activities thereby eliminating over dependence on foreigners/outsourced personnel.

To achieve this goal, which is a policy thrust of the federal government, we are in the process of partnering and collaborating with foreign firms to obtain necessary licensing/certification and with the overall aim of tapping the vast human resources and natural resources to the benefits of Nigerians and Nigeria businesses.

Human Capacity Development

- Technical expertise – garner experience working with subject matter expert through exposure and experiences.
- Competency-based training – to identify skilled-specific competency gaps with the aim to close such deficiency.
- Attend conferences to share ideas, transfer skills and technology and meet with various experts to develop network and links.
- Spend specific time period locally and internationally in specialist areas where there is limited skill sets in-country with a view to obtain necessary certification/license as trainer and hence, train others.
- Allow lecturers/university to collaborate and partner with industry so as to bridge the gaps between the industry and academia.

Local Content Development

- Have capable and competent local manpower
- Build local businesses to serve the oil and gas industry
- Build local supply and procurement for the oil and gas businesses
- Provide and research alternative sources of materials for oil & gas industry
- Develop local infrastructure and equipment

Work Focus

- Facility Management Solutions (including providing the right skilled manpower, managing and monitoring operational activities, cleaning and hygiene services, waste management services etc.)
- Procurement (local and foreign goods, materials, equipment, such as pumps, meters, valves , lining, seals, gaskets, etc.) and/or loan equipment (mechanical and electrical instruments, e.g. HPU)
- Environmental and Inspection services (environmental studies, pipeline & flowstation integrity assessments, offshore and onshore oil platform, ports and terminals, and government entities)
- Asset engineering (assessing, mitigating, transferring and preparing for risks associated with human error, natural hazards, operational safety, environmental risks, integrity management and extreme load assessments).