

FACILITATING TRANSLATION OF PEOPLE POTENTIAL TO BUSINESS RESULTS



HR Advisory
Services



Organisation
Effectiveness



Technical
Advisory Services



Behavioral
Training



Technical
Training

ABOUT SAGA



DOMAIN EXPERTISE

We are a single window knowledge and skills resource that helps the Petroleum and Petrochemicals industry with solutions to optimize their efficiencies and achieve desired goals.


Our domain expertise covers the entire gamut of operations in the oil industry - Upstream, Midstream and Downstream.



KNOWLEDGE BASE OF BEST PRACTICES

We are uniquely positioned to bring our clients a repository of "best practices" and combined expertise of some of the best minds in the industry.

Our team of professionals adopt a "hands-on" approach to assignments they undertake. They use these resources to design and deliver customized solutions tailor-made to address the unique requirements of respective client.



HISTORY OF SERVICE DELIVERY EXCELLENCE

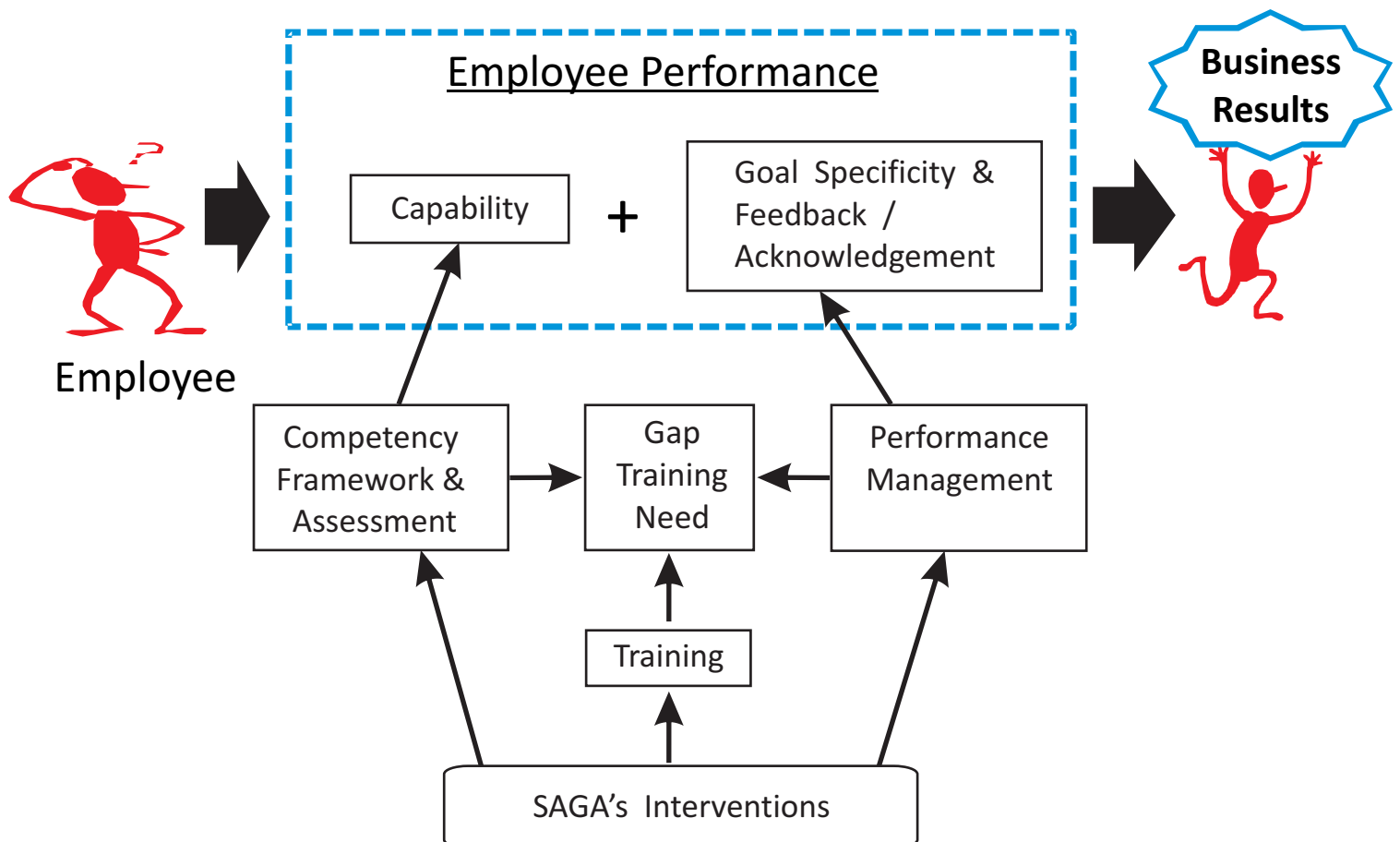
Our clientele consists of major players in the Petroleum & Petrochemical Industry belonging to countries across the world-who have expressed their satisfaction with our services by giving us repeat orders to meet their changing needs and demands.

SERVICES ACROSS THE VALUE CHAIN

While reviewing business results vis-à-vis strategy, the key questions that keep haunting organization leadership are:

- Whether the employees are doing the right thing for the right reasons?
- Is there synergy among the people in the organization – working towards a common purpose?
- Are the “systems and structures” supporting organizational strategic intent and employee behaviours?

SAGA Global Consulting, with its large repository of knowledge and experience in managing Technical aspects of the petroleum and petrochemical industry, and HR practices / Organizational Effectiveness, offers its services in helping organizations address the above questions.



HR ADVISORY SERVICES

FACILITATING ENHANCED PERFORMANCE !

Challenge: Ensuring and sustaining committed and enhanced performance from employees is a perennial dilemma faced by organizations.

Solution: Our Performance Coach will work with your professionals to define and develop a Performance Management System based on well-defined Key Result Areas and measurable Performance Indicators aligned to organization / business' strategic objectives, which will help in monitoring of performance and achieving enhanced results from individuals.

DEFINING A FRAMEWORK FOR DESIRED COMPETENCIES FOR ACHIEVING PERFORMANCE EXCELLENCE!

Challenge: Organizations look for a competency framework for predicting and replicating performance excellence and thus manage talent.

Solution: At SAGA , we work with you to define and develop Competency Models for the various organizational roles across functions and hierarchies that establish standards of competencies which facilitate prediction and replication of performance excellence.

MANAGING TALENT THROUGH ASSESSMENT CENTRES

Challenge: Organizations need to have a scientific process for assessing the competency levels of role holders to facilitate decisions about recruitment, promotions and training.

Solution: We offer our services in designing and conducting the battery of tests, exercises and behavioural interviews required for such Assessment Centres. The assessment work is completed with one-on-one feedback sessions and detailed reports on developmental action plans.

ORGANIZATIONAL EFFECTIVENESS INTERVENTIONS

BUILDING ORGANIZATION EFFECTIVENESS

Challenge:

Organizations are perennially exploring methods of enhancing results and be the leader of the "pack" – they examine and implement various re-engineering /re-structuring or innovative initiatives to "transform " the organization and build effectiveness.

Solution:

At SAGA, we have a passion for building organizational effectiveness through "change management" and our experts have "hands-on" experience in effecting and managing "change". We adopt the Diagnose / Design / Deliver approach to study existing structures, processes and culture and then embark on the "transformation" intervention. We believe in effecting "transformation" through the employees of the organization – therefore while we will lead the intervention, we ensure building capability in the organization to take forward and sustain the transformation process and will also "hand-hold" to ensure success.

At the end of our engagement , we ensure improved "commitment" and "ways of doing work"!

KNOWLEDGE MANAGEMENT & COMMUNICATION ARTEFACTS

Challenge:

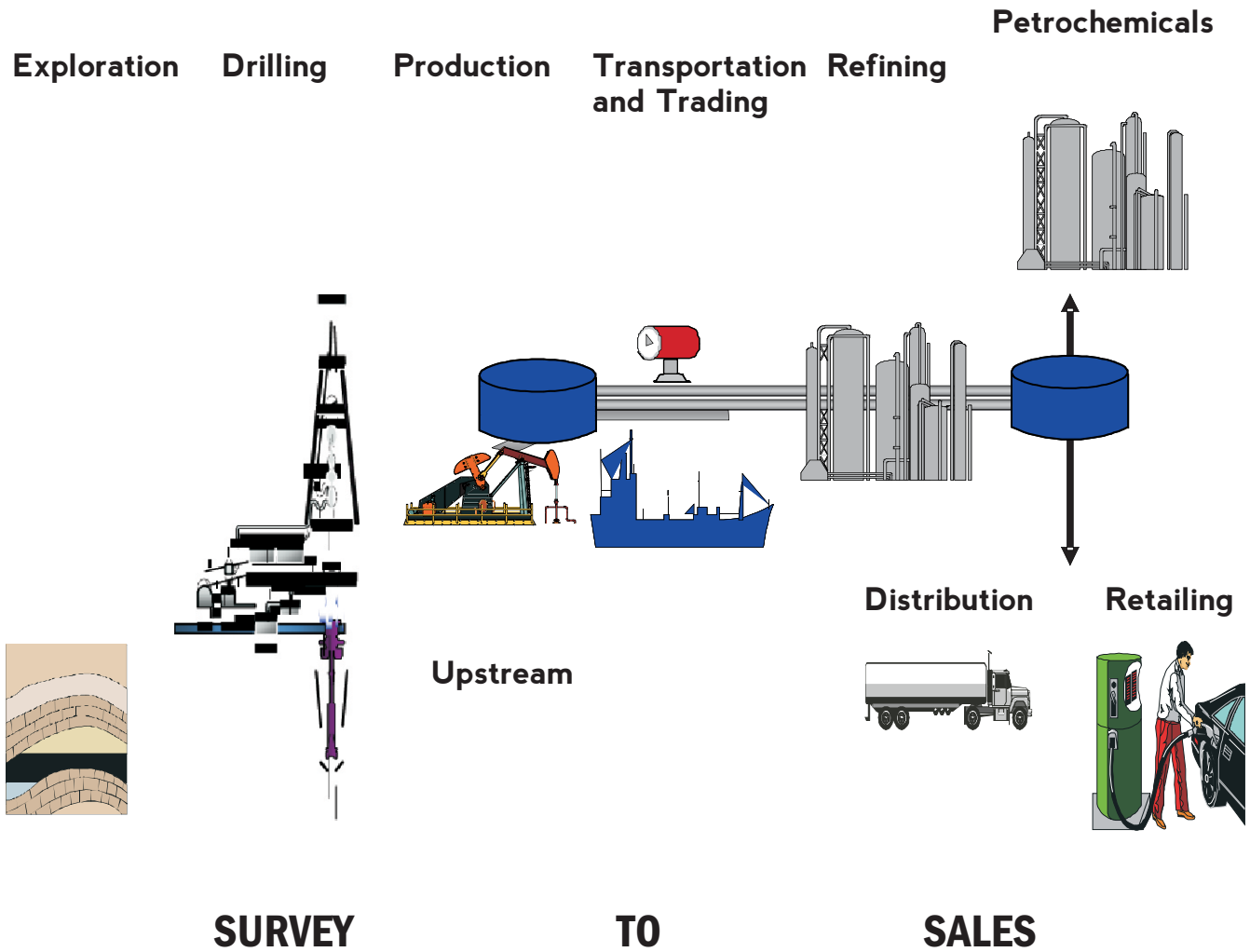
Organizations often do not realize the power of communications – how to create artifacts that disseminates information lucidly to its Stakeholders.

Solution:

SAGA's Communications Professionals have the expertise of creating presentations and other media artifacts that ensures memorable impact on the reader. This expertise has been utilized by companies to communicate /align their stakeholders to important policies / guidelines.

TECHNICAL ADVISORY SERVICES

SERVICES ACROSS THE VALUE CHAIN



DUE DILIGENCE OF ASSETS



SAGA has the required expertise to carry out due diligence studies and has good experience in the global markets.

TECHNICAL ADVISORY SERVICES

DEPUTATION OF EXPERTS



- ✦ SAGA takes Management Contract with total responsibility on the operations and maintenance of the asset
- ✦ Experts from SAGA are placed at key positions to ensure that the asset is operated at optimum cost
- ✦ SAGA experts work with the existing staff in place.

TAM SERVICES

- ✦ Preparation of comprehensive Tender for TAM Activities
- ✦ TAM Execution Management
- ✦ Review of Maintenance and TAM Practices
- ✦ Post Turnaround Action & Evaluation Reports



INFORMATION TECHNOLOGY



- ✦ Asset Management Software
- ✦ Knowledge Management Portal for Refineries

TRAINING - DESIGN & DELIVERY

BUILDING CAPABILITY & CAPACITY !

Challenge:

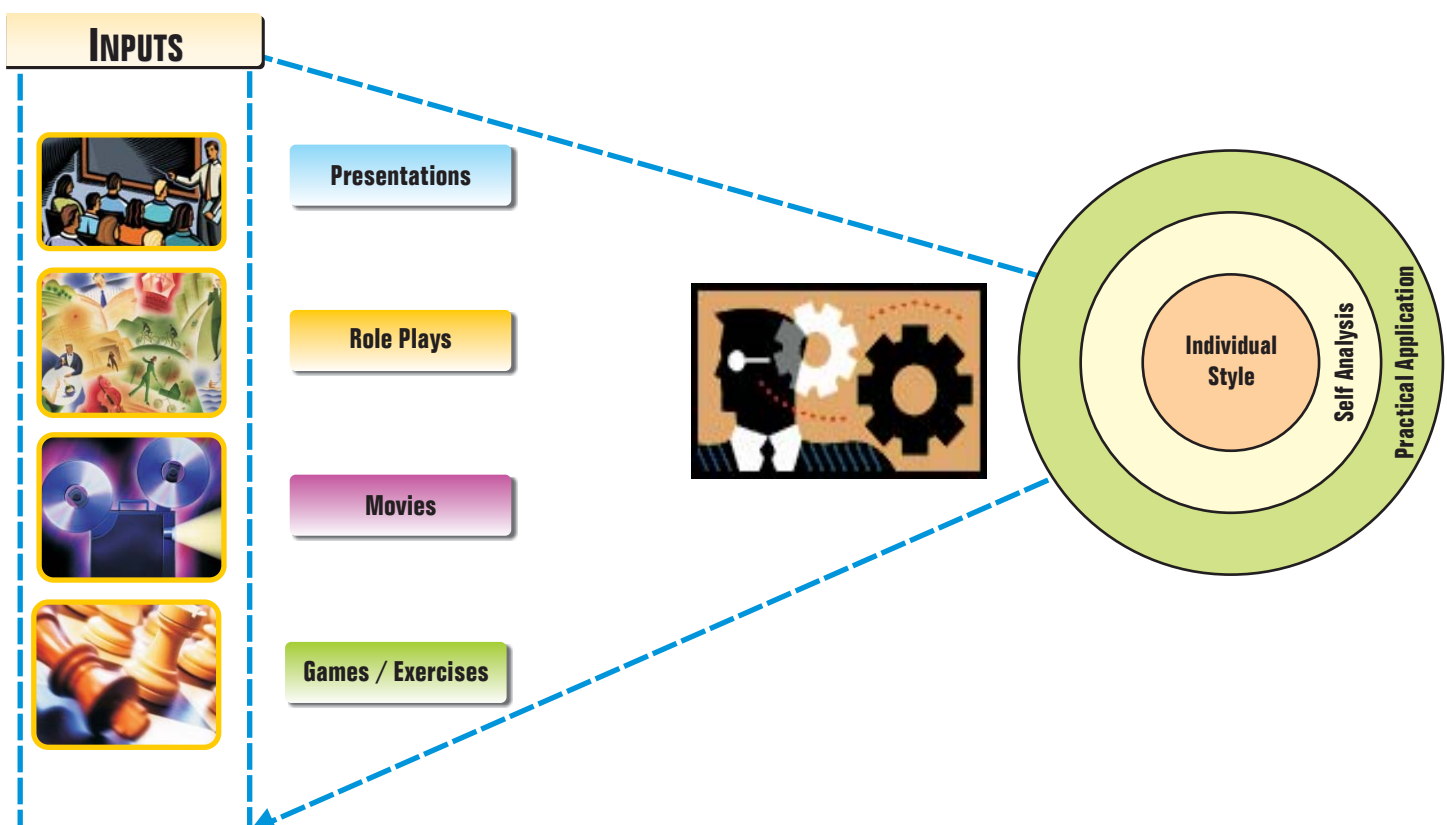
The key problems faced by organizations while planning training for its employees are – how to ensure that target participants get the “right” inputs and how to ensure “internalization” of training , so that application of training happens.

Solution:

While SAGA delivers training programs that are designed according to latest trends and developments, it also believes in offering training inputs customized to an organization's unique business requirements.

The faculty for any program is one who not only has domain expertise in the subject but also have years of practical experience of having applied the theories in the workplace and thus can address issues of participants on “application of learning”.

Conceptual inputs are provided using a variety of techniques such as audio-visual aids, role plays, case studies, games, instruments etc. The “Action Learning” methodology is participant centered and practical work-place oriented.



TRAINING - BEHAVIORAL & LEADERSHIP



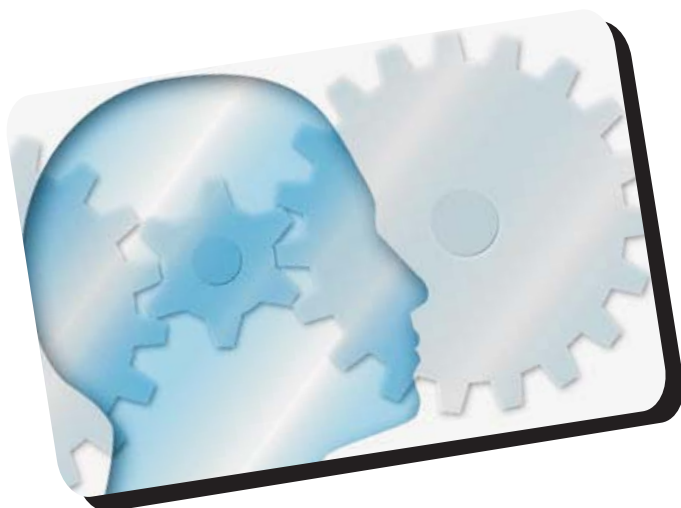
LEADERSHIP

- Being Transformational Leaders
- Coaching & Mentoring
- Creativity & Innovation at Workplace
- Personal Effectiveness
- Emotional Intelligence for Interpersonal Effectiveness
- Team Effectiveness



ORGANIZATION DEVELOPMENT

- Building Self Managed High Performance teams
- Organization Transformation through People
- Managing Performance through the Balanced Scorecard
- Business Process Reengineering



BEHAVIORAL

- The Science of Interpersonal Communications
- Time & Stress Management
- Conflict Management & Influencing Skills
- Problem Solving
- Negotiating Skills
- Interpersonal Skills

TRAINING - UPSTREAM

GEOPHYSICS

- Seismic Recording Instruments
- Seismic Data Acquisition
- Seismic Data Processing
- Seismic Data Interpretation
- VSP Data Acquisition Process and Interpretation

DRILLING

- Basic Drilling
- IWCF
- Mud Engineering
- Advance Drilling

RESERVOIR

- Reservoir Management
- Sand Control Technology
- Exploitation Economics
- Pressure Maintenance

PRODUCTION

- Simulator Training on LPG-Plant Operation
- Simulator training on Gas Sweetening Unit
- Simulator Training on Production
- Simulator Training on workover Jobs
- Oil Spill Management Gas
- Gas Gathering



GAS SPECIALTY PROGRAMS

- Fundamentals of LNG/CNG/PNG
- Gas Exploration
- Gas Transmission, Distribution & Storage
- City Gas/CNG: Commercial and Operational Aspects
- Operation and Maintenance of Natural Gas Pipelines and Terminals
- Cathodic Protection System

TRAINING - DOWNSTREAM

REFINERY

- Refinery Core Course
- Refinery Process Yield Optimization and Energy Conversation Management
- FCC & Catalytic Reforming Technology including Operations & Trouble Shooting
- HF & HFA Process Operations
- Inspection in Refinery, Corrosion & Maintenance
- Rotary Equipment – Overhauling Repair & Maintenance
- Managing Efficient Turnarounds & Shutdown
- Laboratory Management & Gas chromatographic techniques
- Tank Farm Management – Oil Movement and Storage
- Exolfining – N Extraction Unit
- Production Planning
- Maintenance
- Quality Control in Refinery

INSTRUMENTATION

- Navigational Radio & Positioning System
- Oil Field Instrumentation & Controls
- Telemetry System

ENERGY MANAGEMENT

- Efficient Utilization of Energy in Petroleum Industry
- Energy Conservation in Petroleum Industry



