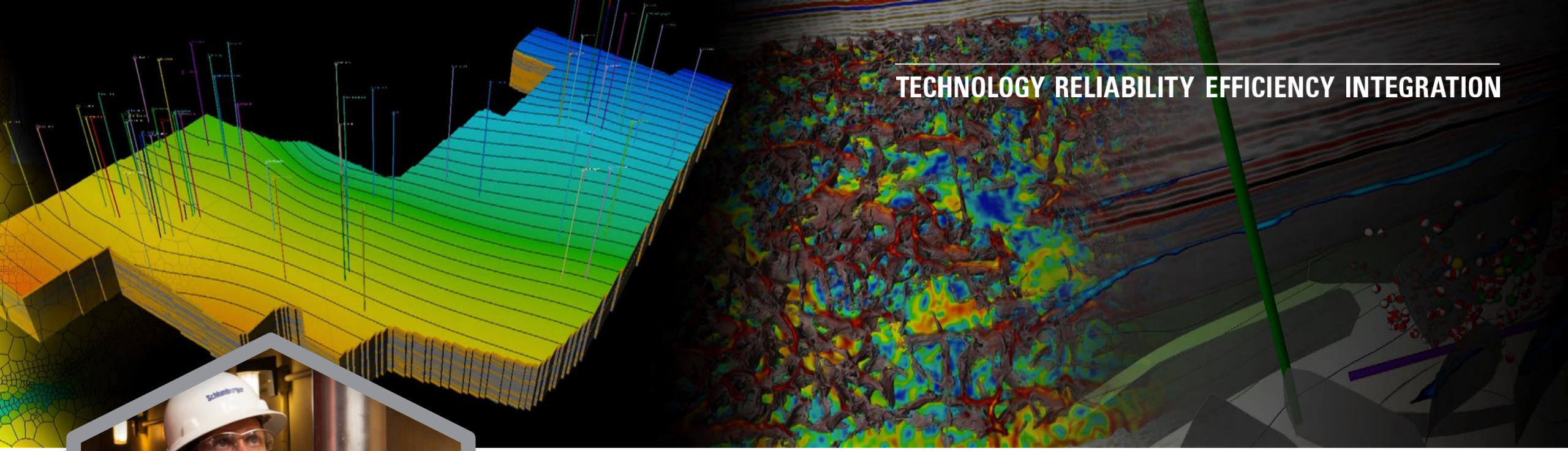


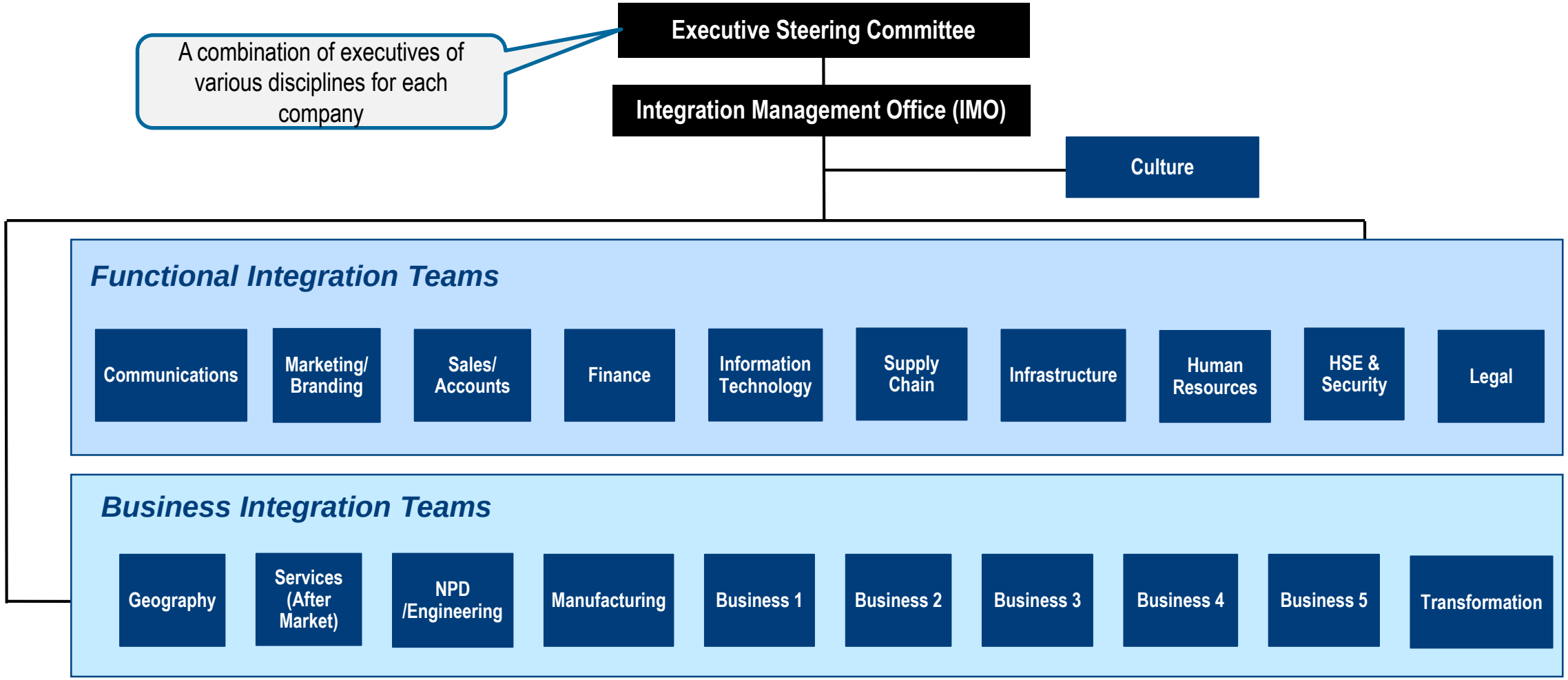
TECHNOLOGY RELIABILITY EFFICIENCY INTEGRATION

Corporate Integration Strategy

Wayne Finger
HR Integration Manager, Schlumberger
October 12, 2016

Schlumberger

Joint Integration Team



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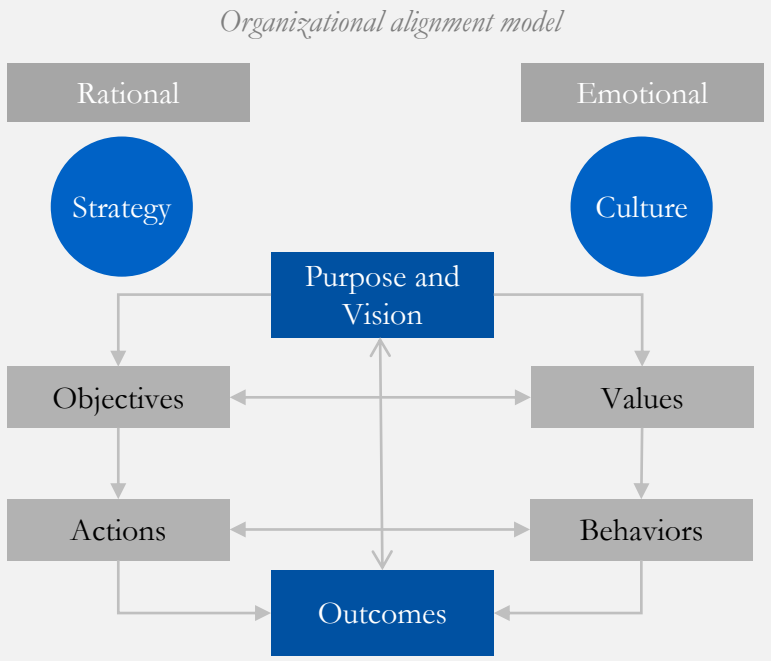
Why Culture is Important to Successful Integration

- Over half of M&A's fail to meet expectations due to cultural differences
- Organizations that pay equal attention to strategy & culture alignment deliver better results
- Culture integration helps capture value from M&A's by leveraging similarities, and managing differences
- How well the two companies interact in the early stages has a significant impact on long-term success

Organizations that pay equal attention to strategy & culture alignment deliver better results



Jackson & Tosti Organizational Alignment Model

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Culture Assessment Summary

- All organizational cultures can be placed on a spectrum, which determine the style which they function as a company
- Data from multiple touchpoints place both companies relatively close on the culture spectrum.
- One is more a culture of:
  - Process driven
  - Focuses on beating the competition
  - Innovation
  - Management by Objective
- One is more a culture of:
  - Values driven
  - Focuses on engagement
  - Empowerment
  - Achieving extraordinary employee motivation

HR Transition Plans

1 Pre Day 1

- Data Gathering
- Gap analysis
- As –is processes and systems
- HR workshops
- Clean Room analysis

2 Day 1

- Celebrate Success
- HR Playbook
- Logistical system needs
- Ensure reporting needs and expectations for management
- Demonstrate quick wins

3 Day 2-150

- Business case prioritization
- Functional alignment
- Support Rationalization plan
- Maintain momentum

4 Phase I

- Detailed gap analysis
- Regional and business initiatives
- HR support transition
- Integrated specific work streams

5 Phase II

- Process specific implementation
- Complete strategic workforce planning

6 Phase III

- Fully integrated HR organization

1 — 2 — 3 — 4 — 5 — 6

1	2	3	4	5	6
Contingency Period	**Integration Execution**	**Phase I: Rationalization**	**Phase II: Implementation**	**Phase III: Fully Integrated**	

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