



## Compliance Software/Oil & Gas Company

Case Study



Sarbanes-Oxley compliance was a headache for this multinational oil and gas company. To help, they purchased new software, but they needed a plan to implement it – first in the US, and then worldwide. Cube 2.14 was able to develop and implement a solution.

### Our Process



### Assess the Needs

Training was a concern for our client, but more importantly, ensuring that employees actually used the software was a bigger worry. The company also needed to communicate progress on the implementation both internally to their own employees and board of directors and externally to auditors and regulators. A tight timeframe – 12 months – also posed a challenge.

### Diagnose the Situation

We asked our client some basic questions. What were their current compliance reporting procedures? What was working and what wasn't? How might the new software support those procedures that already worked and help correct those that didn't?

After identifying key requirements, we talked with the software vendor to customize certain aspects of the software for our client. And we brought in representatives from each business unit – important stakeholders in the project – to help develop the implementation plan.



## Design the Solution

A comprehensive communication plan would be critical to the success of the implementation. We identified “champions” within each unit – people who we trained to become experts on the new software. With their help, we created new communications about the software that were immediately relevant to employees. For example, we created online vignettes that showed employees how easy their jobs could be with this new tool. By making the benefits of the software clear to employees, we got them comfortable with and excited about the change.

## Plan the Program

With the help of our champions, we chose select individuals from each unit and trained these small groups live. Each group then went back to their units to train their own people. We developed an innovative scenario-based online training program that allowed trainees to learn by simulating actually using the system. We also provided users with customized documentation that highlighted what each user needed to know for his or her job. The training was hands-on, location- and role-specific, and hyper-effective. Employees quickly learned what they needed to know for their jobs, and they saw immediately how they would use the system in their day-to-day work.

## Implement and Measure Success

We were able to reduce by months the training time that the client had anticipated spending. And rather than experiencing delays and a resultant decrease of productivity during the implementation, overall productivity in each business unit actually increased 30% - 40%. But best of all, for the first time ever, the client was able to attest SOX compliance on time and without error. The client was thrilled with our tremendous results.