



## BP - Engage and Align

**Client:** BP - Energy

**Project:** Design and deliver a global format to engage and align employees to one strategy, through 8 leadership meetings across 3 continents

**Business Challenge:** Following a programme of transformation the leadership team recognised the need to engage and realign the whole business with the future focussed strategy, building confidence and engagement along the way.

**Solution:** A highly inclusive two-day programme that could be consistently delivered by leaders across the globe. Two thirds of the experience was interactive, based on the principles of Appreciative Inquiry. The sessions involved question-storming and storytelling to reveal the strengths of the business and to give value and meaning to the voice of employees around the world.

Delivered in North America, China, Indonesia and Europe the design was effective and accessible to the diverse cultures and roles across the business. Simple design made it easy to facilitate for the leaders and possible to deliver with only two people from egi:live travelling.

**Results:** Measured during every meeting using polling, yammer and the BP pulse survey;

**In event:** I feel confident describing the strategy. Increased from 35% to 90%

**Post event:** I can see a clear connection between what I do and the strategy 92%  
What I have to say is valued 87%

**Pulse 2019:** I feel more confident about the future of BP than last year + 20 points