

Strengthen Your Workforce



Powerful Solutions for
the Energy and
Power Industries:

Better processes

Improved competencies

A highly motivated
workforce

Some challenges to the energy industry simply can't be changed. Things like increased nationalization, federal regulations, costly new technologies, and plateauing energy resources.

But meeting the challenge of worker competency—keeping it at its highest level now and years into the future—is well within your reach.

You don't have to put up with old-fashioned training that is unstructured, unsustainable and disconnected from your business objectives.

With a little help from RWD, your workforce will master their required competencies quickly and effectively—across hundreds of processes throughout your enterprise. As a result, you'll see better safety and productivity measures...reduced cost and waste...

greater worker engagement... and much more.

RWD has been in the business of helping their clients maximize return on investment for over 20 years. Hundreds of our clients in many industries can attest that RWD's solutions produce powerful results that assure continuous improvement in performance. They've come to expect the kinds of numbers any manager or executive would love to see.





Global economic growth is driving unprecedented demand in the energy industry. Strengthening your workforce to prepare for this rapidly changing environment is critical for success. Through measurable competency improvement and more effective knowledge transfer, you can have a workforce ready to take you into the future.

Proven solutions.

An aging population is retiring. The energy industry must address the need to train an inexperienced workforce and leverage its existing talent pool. We offer learning solutions that will increase the speed to competency for your operators and maintenance personnel, ensuring future success for your company.

RWD has provided a full spectrum of training, services and consulting to a Who's Who of modern industry. Our comprehensive portfolio of integrated solutions enables our clients—from energy and automotive to healthcare and pharmaceuticals—to handle today's myriad business challenges and assure ongoing success. RWD can help you create synergies you didn't even know your operations were capable of.

We align your people, processes and technology with your business strategies and vision through:

- Performance Improvement
- Workforce Competency
- Technology Integration, Implementation and Innovation
- Strategic Consulting
- Managed Services

While most consulting and training firms offer only piecemeal solutions, RWD's approach is comprehensive and collaborative, and leads to self-sustaining improvement. You'll find that we delve deeply into your processes and

needs. We craft integrated solutions in close consultation with your people. We work shoulder to shoulder with you—day in, day out—to find and implement the answers that meet your goals.

Great training is multi-dimensional

Our approach to industrial training is unique in its depth, breadth and vision. It's designed to improve employee proficiency through both proven methodologies and forward-looking approaches that rapidly accommodate the emergence of leading-edge training technologies. We understand that great training is multi-dimensional—transforming not only employees, but also the processes they use and the environments they work in.

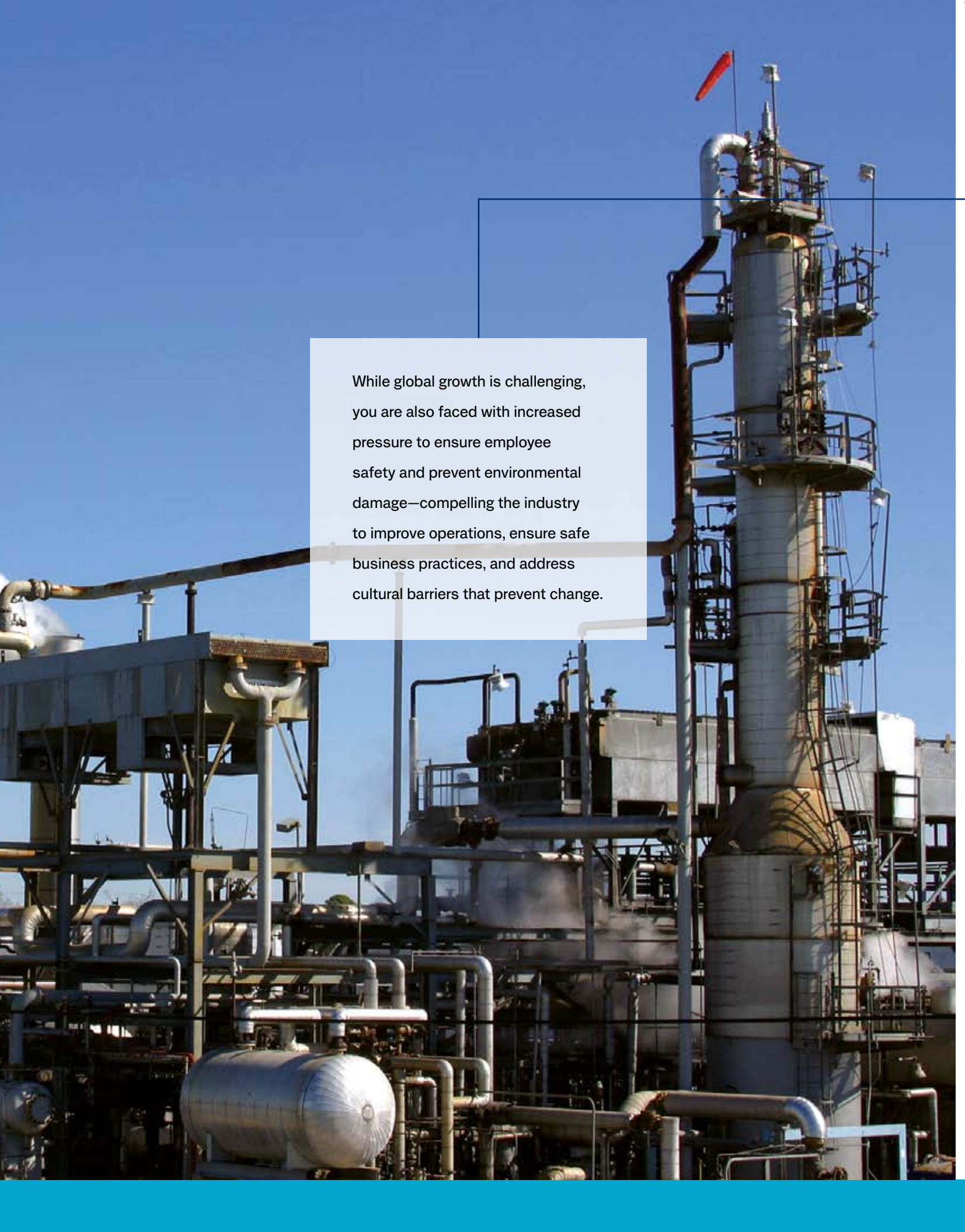
Doubled competency levels

Many of the world's leading energy companies have turned to RWD for their training needs—including ExxonMobil, BP, ConocoPhillips, ChevronTexaco, and Pemex. They have recognized that traditional training simply isn't capable





With RWD Training Solutions, operators' competency levels typically are doubled from 30/35 percent to 60/70 percent—at a remarkably quick pace. RWD can do it all, from bringing your new operators rapidly up to speed to augmenting the leadership skills of your managers.

A photograph of an industrial refinery or chemical plant. The scene is dominated by a tall, cylindrical distillation column on the right side, which is surrounded by a complex network of pipes, ladders, and platforms. At the very top of the column, a red flag is visible against the clear blue sky. In the foreground, there are several large, horizontal cylindrical tanks and more piping. The overall atmosphere is one of a busy, large-scale industrial operation.

While global growth is challenging, you are also faced with increased pressure to ensure employee safety and prevent environmental damage—compelling the industry to improve operations, ensure safe business practices, and address cultural barriers that prevent change.

of preparing workers for the demanding new technologies, regulations and market conditions that they will face in coming years. RWD has responded with a training process that is rigorously focused on hands-on, experiential exercises—going far beyond rote learning to endow employees with the skills of logical thinking and problem solving.

For example, RWD begins the process of competence building with its innovative Technical Operation Performance Solutions (RWD TOPS®)—a set of training methodologies and interventions designed to establish a solid foundation of skills and knowledge. RWD TOPS materials improve your workers' competency measurements by up to 70 percent and set the stage for obtaining more advanced and comprehensive skills. One major petroleum company has implemented RWD TOPS in more than 200 process units, finding it to be both highly efficacious and cost-effective.

Help your employees excel

By choosing RWD and its proven methodologies, you're choosing solutions that perform. RWD energy-industry training produces benefits that lead to greater success over the long run—in a broad range of measures. RWD training can result in more rapid mastery of new tasks and technologies. It can lead to improved health, safety and environmental conditions. It can positively impact the profitability of



“They all talk about improved efficiencies and reduced inventory and throughput. That is what you expect. Most of the companies that I have seen do operational excellence, I haven't seen any that do training as well....That could be beneficial because it is important to have both.”

**INDUSTRIAL ENGINEER,
LEAD FOR PERFORMANCE
IMPROVEMENT**

operations. It can result in improved morale throughout your workforce. It can help compensate for the loss of experienced employees to retirement.

There are many things in the energy industry that you can't control. But you can give your employees the knowledge, confidence and experience they need to excel in today's challenging energy market. Let RWD show you how.

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