

ARO Drilling

Customized Learning Journeys to Develop Leadership Capabilities.



Objective

Leadership Alignment to Organizational Goals

ARO Drilling (Saudi Aramco Rowan Offshore Drilling Company), a world-class offshore drilling contractor that owns, operates, and manages a fleet of high-specification and premium jack-up rigs in Saudi Arabia, is seeking to develop its leaders and individuals team. The aim is to unleash their potential and enhance their leadership skills in order to effectively respond to business needs and gain a competitive advantage. ARO Drilling desires its leaders to contribute to setting the business strategy in line with its mission and vision. This will enable them to meet external stakeholder expectations. By developing strong leadership capabilities, ARO Drilling aims to cultivate a culture of excellence and teamwork that drives the achievement of organizational goals and objectives.

Solution

Custom Learning Solutions as Unique as Your Organization

ARO Drilling has chosen a strategic partnership in collaboration with FranklinCovey Middle East to address their leadership development needs and empower their teams to unlock their full potential. The objective is to enhance leadership skills, enabling ARO to effectively respond to evolving business demands and gain a competitive advantage in the Kingdom of Saudi Arabia (KSA).

"Through a collaborative partnership with FranklinCovey, we gain access to a diverse range of tailored soft skills development solutions, finely attuned to the unique needs of ARO Drilling. This strategic adaptability not only enhances the value of our investment but also aligns seamlessly with the scientific approach of training and development"

– Sami Al-Sharikh - Senior Manager Training and Development



FranklinCovey Middle East has designed a comprehensive journey for ARO's leaders and individuals, that focuses on developing leadership skills aligned with ARO's specific competencies, which include:

- Vision and Strategy.
- People Development.
- Execution and Delivery.
- Drive and Influence.
- Change Management.

To support these objectives, FranklinCovey created a tailored learning journey that encompasses the three essential aspects of leadership development: mindsets, skillsets, and toolsets. This impactful learning journey will enable teams to learn, apply, and reinforce the necessary skills within each competency area. The learning journeys were divided into two levels: Leading Organization Level and Leading Teams Level. These levels are specifically designed to foster a culture of trust, establish a shared vision, coach individuals towards their potential, and cultivate a culture of effective strategy execution.

To implement these learning journeys, on-demand learning and eLearning play a crucial role at ARO Drilling. This is due to their extensive fleet of offshore rigs and the frequent work conducted in remote locations by their employees. As a result, it was essential to provide them with the ability to access training materials anytime and anywhere, thereby eliminating the need for travel to attend training sessions.

Results

Best-in-class content, people, and technology that provides deep and lasting behavior change.

The leadership development program implemented by ARO has yielded outstanding outcomes. Notably, [the program achieved an 85% attendance rate for workshops, with active participation from 115 leaders. Additionally, a 90% completion rate for the e-learning journeys.](#) These figures emphasize the program's effectiveness and highlight the strong engagement of ARO leaders, reflecting their commitment to enhancing leadership skills and driving organizational progress.

One leader commented "The 7 Habits of Highly Effective People helped improve employees' ability to be proactive, develop a clear vision, prioritize safety, seek win-win solutions, communicate effectively, collaborate, and take care of themselves. By following these habits, employees have created a safer and more efficient workplace, which is strategically important to our company".

ARO Drilling's implementation of FranklinCovey's All Access Pass has proven to be a convenient and flexible solution for their workforce as it has empowered their employees to access training materials anytime and anywhere eliminating the need for travel to attend training sessions.

The FranklinCovey Impact Platform's innovative technology provides an effective way to equip everyone in your organization with the mindsets and behaviors needed to do their very best work. Our easy-to-use technology was designed with the learner in mind. It brings the science of learning to life and allows learners to absorb and apply content to make measurable progress on skills and capabilities.

For more information, contact us at info@franklincoveyme.com or visit our <https://franklincoveyme.com/impact-platform/>

Industry

Oil and Gas

Number of Employees

2000+

Solution

The FranklinCovey All Access Pass®

About

ARO Drilling (Saudi Aramco Rowan Offshore Drilling Company) is a joint venture between Saudi Aramco, the world's largest oil and gas company, and Valaris, an industry-leading, global drilling contractor.



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