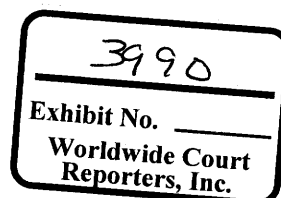


From: Davis, Richard L (Drilling EMS)  
Sent: Mon Apr 13 14 06 33 2009  
To: Burns, Tim A  
Subject: Zoomerang - Categorization Q7  
Importance: Normal  
Attachments: Categorization Q7.xls

Tim, I did the original work on a notepad (I can't find my notes) so I categorized, re-categorized, and re-categorized.... I never seem to get quite the same mix. I based my grouping on comments, not respondent (some responses had multiple comments). Finally I went back to the sheet you originally gave me, I deleted some comments which didn't seem applicable and re-categorized some but attached is my list I believe the message is still the same

**Richard Davis**  
GoM Wells Environmental Coordinator  
Office - 281-366-8217  
Cell - 713-492-3222  
email. dav230@bp.com



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## Question 7



What ideas do you have to help deliver the 2009 SPU targets around: Safety-TRIR<0.38(SPU target) Production-360MBD(86MBD from 14 new completions in 2009) Cash<\$900MM Capital<\$3,105MM		
#	Response	
1	Actions speaks louder than words - if LT cuts back on spending they will be role models for everyone.	Spend Smart
2	Completions - Need to get completion engineers focused on reducing complexity - still focused on getting every single drop of hydrocarbon.	Simplification
2	Safety - Assure the contractors are proactivley working the high BP expectations. Let them own safety, but assure they know the expectations are to be met.	Organization
2	Capital - Reduce complexity of the wells.	Simplification
3	Reward outstanding performance, celebrate success even though we are in a cost constrained environment, work with the assets to make sure they understand how D&C works and what we are accountable for	Spend Smart
4	Production: Focus on simple completions	Simplification
4	Capital: Contract Enforcement - get tough on vendors about leakage.	Spend Smart
5	Every dollar counts.	Spend Smart
6	Stop the License to offshore. That is Sare-Guir & Rig Pass's arena & it's free. Chevron, Shell, Devlin, & the rest do not have their own card. Let's fix the things we know how to fix and the resources are there. i.e., if you have a sub standard crew change	Spend Smart
7	Make a rig schedule and stick to it. Nakika is asking for trouble. Hoistein well #3 is a joke. Make a decision around what we are and are not going to do and stick to it.	Rig Schedule
8	Don't fix what isn't broken. There seems to be a push when a certain asset tries something new then every asset/rig has to do it and the other asset receives praise for coming up with 'said' plan or initiative; while others are clearly outperforming. I'm	Learn
9	We have to create space. Too many issues and things to work on. Initiatives. 1 or 2 bullets to deliver the above.	Simplification
10	Reduce complexity. Focus on high NPT areas and areas where we can accept more risk and reduce installation complexity and potential for train wrecks.	Simplification
11	Find a way to not split Tiber and spend \$15-\$20MM to move to Kodiak.	Spend Smart
12	More focus on checking accuracy of invoices - - too many invoices Project Services pays without knowledge of invoice accuracy.	Spend Smart
12	Streamline rig schedule and forecasting processes - - if this was fixed could make headcount reduction.	Rig Schedule
13	Trade cost of 1-2 townhalls for team shirts. Stop jacking around with the rig schedule - sooner or later, this is going to catch up with us and something will get missed (significant cost impact, performance will suffer or worse - someone will get hurt).	Spend Smart

Still too much noise in the system and too many miscellaneous requests in order to focus on operations, thus	
14 NPT is still high. There needs to be more work given to TA's & AA's, rather than engineers.	Simplification
15 Simplify completions.	Simplification
16 1.Visibility	Communication
16 2.Simplify completions	Simplification
3.get tighter on our third parties and improve efficiency of project services- they are focused on forecasts and	
16 paying bills!	Organization
16 4.deflate supply chain for new builds	Spend Smart
eliminate consultants, do not pay for in house vendors, take a step back and simplify things like cement slurries,	
17 BHA.s etc	Simplification
18 Designing wells less complex.	Simplification
18 Front-end loading wells more extensively.	Organization
18 Ensure everything adds value.	Organization
19 Return to E&P principals, More Footage for Less Money!	Simplification
20 Richer safety moment content at the beginning of every meeting.	Communication
what can we do to help PSCM negotiate better commercial arrangements with our suppliers? Do our people really understand how the pricing works in our supply contracts? Are our decisions inadvertently resulting in higher prices?	Learn
22 Make decisions early in 2009 and re-deploy resources as necessary.	Planning
Reduce evaluation programs on all D and C wells. Our G and G customers need to be reasonable in reducing	
23 logging, coring and other evaluation costs.	Organization
23 Increase contractor ownership of safety programs.	Spend Smart
23 Do not have offsite meetings with ELT and LT. Use BP offices for meetings.	Spend Smart
23 Reduce number of EXPATs working in Houston.	Spend Smart
23 Evaluate need for large consultant staff. Utilize BP employees to multi-task.	Spend Smart
Safety - continue to let people know that this is important because BP truly wants its people taken care of. We	
24 don't want people to get hurt. This is most effectively communicated by 1st line supervisors who really believe it.	Communication
Production - Maybe this has already been done, but concerning delivery of the 14 new completions, I would look	
for what could go wrong - scheduling (conflict or choke points), weather, NPT, resource conflicts, personnel	
24 availability (vacations, etc.), red	Focus on NPT
24 Cash - continue to show good examples of making every dollar count.	Spend Smart
25 Be aware of the new Safe Practices Manual and follow all policies to the letter.	Status Quo
26 Each team really understanding what their piece of this is, so we have clear accountability on every bbl and \$.	Accountability
At a time when I think we are probably going to be scrutinizing contracts to save money we are also going to be	
asking for delivery of "quality controlled" equipment and services to deliver on complicated drilling and	
27 completions operations. We need to be	Spend Smart

1 feel we concentrate at too hard on the wrong things. I think everyone should be working hard to prevent the so called "train wrecks". This can be NPT or safety related. We can talk about saving cups and only using one square	
28 of toilet paper but, at the e	Focus on NPT
29 Focus on Rig contract day rates, oil price and day rates do not match	Spend Smart
30 Sharing lesson learn.	Learn
30 More internal peer reviews to ensure standardization is being used.	Organization
30 Challenging the conservative approach and taking on more manageable risk.	Organization
Need to concentrate on the big ticket items. Need to focus longer term. Placing travel bans, removing lunch at lunch time meetings, taking away peer to peer bonus, etc. is false economics and will ultimately cost more in the	
31 long run by making it more difficult	Spend Smart
we need more people to do the work, or we need to remove some of the gigantic BP processes. ESOKs, some	
32 assurance measures, etc.	Organization
33 keep processes the same so we can get efficient.	Standardize
34 Keep compensating those who deserve to be compensated. Keep priorities based on added value.	Spend Smart
35 Focus on clear roles of Line management being accountable for HSSE as well as individual.	Standardize
38 Reward the contract personnel with \$ for quarterly HSSE performance.	Spend Smart
Continue promoting safety priorities, Share logistics with other assets, Look at new technology for performance	
39 enhancement.	Learn
40 Improved tubing stress analysis software.	Focus on NPT
This is safety critical (as per DWP) and can help realize all 4 categories listed above if it is reliable. Currently, we perform tubing stress analysis and annular pressure build on a poorly supported Landmark product with	
40 known glitches and no access to	Focus on NPT
Start doing cost observations & conversations (COLS) to raise awareness & ask the questions...do we really need	
41 this? Can we bring our own lunches to bi-weekly meetings, etc...	Learn
44 Capital; suspend rig incentive programs for one year.	Spend Smart
1) Improvement of completion procedures. Thinking out of the box to minimize debris issues, therefore minimize	
45 NPT.	Focus on NPT
45 2) Usage of multi-zone completions.	Standardize
45 3) Usage of concentric type isolation systems in the stack-frac completions.	Standardize
Reduce or eliminate services to reduce operating rates, both opex and capex. Requires people/time to write	
47 down all items and challenge same. Are we willing to engage all staff?	Spend Smart
48 Help control drilling cost	Spend Smart
49 Make Safety personal	Communication
49 simplify completions	Simplification
49 every dollar really does count	Spend Smart
49 Take every opportunity to offset capital costs to 2009 wherever possible.	Spend Smart
50 Good leadership at rig/work site, focus on performance	Organization
Decide on a program and implement it. Holding options open forever and reacting to last minute changes, results	
51 in horrible inefficiency and re-work.	Rig Schedule

Make sure contractors are held to same standards. Don't keep rewarding them with more work if they aren't helping to deliver targets.	Spend Smart
D&C uses several different process for reporting. Having recently joined D&C I see that we are making an effort to get everyone aligned in using the same processes for reporting. I am making an effort to learn the new processes so that we are all in confo	Standardize
Safety - need more driving-related focus by D&C ELI, need more parking garage safety focus. Production - Assets to fill the Hoppers with SoR's with lots of lead time, e.g. well interventions. Cash - get some resources focussed on to contractor invoicing.	Organization
continue doing what we are doing	Status Quo
Safety updates: Monthly or Quarterly reports from the field not only on incidents, but non-incidents. Actions that were caught/discussed/mitigated prior to an accident.	Communication
Put the right people in the right jobs, give them the space and support to perform their work, and our efficiency will take care of our deliverables.	Spend Smart
direct agenda, and simplification	Simplification
Sometimes we overwork unlikely case contingencies that take focus away from the primary operation. Reducing this should provide better focus on safety and production result in fewer dollars spent for same or better results.	Organization
In this capital constrained environment the SPU LT needs to prioritize projects versus current state of indecision.	Organization
So, if you want to save capital, farm out a rig or negotiate a lower rig rate. If the current low oil price lingers, something has to be done with TransOcean.	Spend Smart
You can focus on spread costs, but not going to be a lot you can do.	Spend Smart
Maybe trying to standardize with our vendors on material quality, etc., without compromising integrity or safety.	Standardize
Maybe we spot check and not inspect everyone.	Simplification
Also, the issue of stand-by time really needs to be addressed. If company x's hand is good enough to work on one asset, then that person should be able to work on another. Maybe we start replacing one hand on an asset to allow that asset to learn the new	Spend Smart
be realistic about the costs. Stop working the numbers to death to make them tell the story we want. Tell the truth.	Spend Smart
Simplify, eliminate smart completions	Simplification
Adopt multi zone single trip completion tool systems; will enable completion of 3 zones in 10 days. We are sitting on the sideline while other operators adopt this technology.	Learn
Lead by example and encourage other onsite leaders to do the same in presenting the crews with a safe place to work. Manage forecasting tools to help in meeting timelines in wellwork planning and objectives.	Organization
Stop Cards, No delay on completions tools or equipment, review every bill (every dollar count)	Spend Smart
Provide programs & plans sooner than later to the field.	Organization
Safety; we must start to engage our vendor work teams as one voice, not on multi level's of bp leadership. Also not just at the vendor leadership level, take it down to the lower work teams.	Spend Smart

	Production; Early in 2009 we MUST make decisions either team based and or at the accountable level instead of muddling our way through various teams. We must have the same process's, CWOP/IWOP, EOWR, equipment	
69	ordering, tracking, and directly into wellbor	Standardize
	Cash; I feel that talking every dollar counts will work. How we message and direct our work force with the future changes will be the key. We all know that a copy here or a paper clip there will help, but ask the workforce what cut's we're willing to take	Spend Smart
	CAPEX; spend wisely for our future (bp, GoM, personal), and take a true look at short term CAPEX spending also.	
69	IN these economic times qtr by qtr is critical.	Spend Smart
70	Defer and deflate	Spend Smart
71	Find a way to slow the pace down. We are moving so fast that people are getting tired.	Organization
72	Back to the basics and make every dollar count.	Spend Smart
73	Keep the operations simple and routine (helps safety and NPT).	Focus on NPT
	Focus on areas where other departments spend a large amount on well costs but where we are not involved,	
73	such as logistics.	Spend Smart
	Start to push the drilling contractors very hard over rig NPT. Get a good understanding of the contracts so we	
73	know how operational decisions may ultimately affect contract commitments and costs.	Focus on NPT
74	Continue to focus on cost savings opportunities on each rig line.	Spend Smart
75	Drive accountability for safety to first level leaders on rigs.	Accountability
	Simplify our completions - take the short term cash is king approach especially where reserviors tell us things are	
75	different than the BOD's.	Simplification
75	On capital be as agressive as our contractors in negotiations and contract management.	Spend Smart
	Have a better grasp around who is doing what completion. There are still unassigned completion SPAS for some	
76	of the end of the year completions.	Organization
	Reduce the amount of contingencies at the rig or share items between rigs maybe stationed at the shorebase.	
77	Share a pool of preferred service hands between rigs instead of having hands on retainer.	Simplification
78	open honest visible metrics are not available, we are more interested in show not improvement	Communication
79	- Avoid unnecessary travel	Spend Smart
79	- The Health, Safety, and Environment focus seems to be getting lost with the Performance message	Communication
	Reduce overhead cost, optimize the use of our capex and try to manage operations more efficiently (i.e. try to	
80	eliminate the service companies charging excessive stand-by)	Spend Smart
	need much greater transparency of exploration D&C Capex. D&C LT should get more involved in D&C Capex	
	Forecasts with the Assets. Issues such as Assets holding on to D&C Capex which is given up by D&C should be	
81	reviewed by D&C LT.	Organization
82	1. Leverage our positions with suppliers (including rig contractors) for variable rates	Spend Smart
	2. Reduce / eliminate "working" offsite meetings (use our videoconference and onsite meeting facilities);	
82	however, catering can be done either via grocers or local restaurants (I think some give bp discounts)	Meeting
82	3. Enforce reduction in printing	Spend Smart

82	4. Have leaders enforce use of SPAs in accountabilities, especially for project management QA/QC - only have one level of SPAs reporting directly to leaders	Organization
82	5. Reduce the number of data repositories (knowledge networking areas) and enforce the use of shared drives where project documents must be stored for global reference	Organization
82	7. Eliminate consultants both management and technical. We appear to have more than enough skilled staff who can handle root cause analyses. For projects that we're actively developing, we should be supporting those with full-time staff (we've had some co	Spend Smart
83	Keep driving leadership accountability, with in BP and especially with our contractors. Accountability = consequences. We seem to live in a non-consequential environment too often.	Accountability
84	Motivate the staff to deliver	Organization
85	Production, cash and capital can be improved by learning from and more broadly implementing how dramatic completion performance improvements that began in 4Q '08 and continued into 1 Q08.	Learn
86	Safety: continue to allow 3rd party contractors safety programs to flourish at BP work locations. Contractors know more about their own business than BP!!	Organization
	Production: develop Objective Performance evaluation schemes and promote the best performers into leadership positions.	Organization
	Cash: carefully and objectively evaluate all cost outlays and realistically seek cost reductions -- start with the large cost outlays first (remember the Peter Principle -- the larger the cost, the less the discussion!)	Spend Smart
87	More direct communication with contractors.	Communication
88	Improve visibility to the targets, focus on NPT reduction and improved operations efficiency.	Focus on NPT
89	Try to cut back on mandatory meetings so that we can get the work done to deliver these completions. Also, reinforce this "every dollar counts" attitude.	Meeting
90	Have engineers target cost savings on the rig, through planning, and in the office. Then compile these, share with other groups and have a team member from each rig responsible for specific items that fit without sacrificing performance or safety.	Organization
91	Capital targets can best be achieved around getting it right the first time (no train wrecks) and majority of effort should be spent there as opposed to trying to save a bit on rentals or other charges. This can best be done with the simplest well plans,	Organization
92	Get rid of excess process consultants and all the efforts around process. D&L sharepoint is good for communications.	Spend Smart
93	1. Change the monthly Barryard and Ops meetings from retrospective to forward looking and focused on risks to upcoming well delivery.	Planning
93	2. Reduce consultant wedge	Spend Smart
93	3. Drive deflation in our cost base	Spend Smart
93	4. Reduce organizational complexity by clearly defining decision makers where multiple teams and interfaces exist	Simplification
93	5. Although not an O&G item, we need to improve visibility on major projects. The year end note from Kevin had no mention of projects, we don't talk about projects in ELT meetings or townhalls. We're very near term focused and this creates a couple of issu	Communication



	2. we are making decisions in projects that are not closely linked with the Ops part of the organization -- this is particularly important where technology development is required. I doubt the Ops organization is clear about	
93	tradeoffs being made in well d	Organization
94	Really make sure we're focusing on the right things.	Spend Smart
95	Recognize people who help cut cash costs.	Spend Smart
96	We NEED to attempt to re-negotiate rig rates or at least the down time terms of our long term contracts.	Spend Smart
97	There should be more rigor put into well engineering and execution plans.	Organization
98	Promote safety by well thought through equipment designs and handling procedures.	Planning
98	Focus attention on high NPT areas of our wells.	Focus on NPT
99	Focus on cost control as opposed to cost cutting. Communicate guidelines to all, so everyone is working from the "same page".	Spend Smart
100	Proper upfront planning and working as a learning organization. Do not make the same mistakes twice.	Organization
102	we need to continue our focus on safety. more safety conversations and improvement planning sessions	Status Quo
103	Clear and simple performance management. Need scorecards that help teams see what it takes to win.	Communication
103	Team using all the talent we have in solving problems.	Status Quo
104	K.I.S.S. Well Design Standardization is GREAT! DO IT. And don't let it get compromised by 'slight variation in conditions. You will piss some people off, but they'll get over it - you pay them to be here.	Simplification
104	Be realistic with our ability to perform - we can't pull a project together from scratch in 2 months (example is Holstein and it's issues lately) and expect the highest quality delivery - no matter how many people we throw at it. Say NO when a project isn	Organization
104	Be realistic with the capabilities of our recent hires - some teams are ~70% with less than 2 years experience. I o me that means straight-forward, consistent programs and well types.	Organization
105	Assign Sr. LE from another asset to review initial procedures and sit through morning calls/provide input to other asset's completion. The focus on capital should be on improving efficiency/reducing NPT even though this could actually increase the absolut	Focus on NPT
106	Ask each team member, including well Site Leaders and Rig Clerks, what suggestions they have for cutting costs. Put one person in charge of gathering the data and analyzing to see what is feasible and what is not. Reward each and every person who factors	Meeting
107	holding people accountable. Our best performance in HSE is when we hold the people accountable. They then come up with ways to work safely. Bonus and targets for jobs completed Safely (individual, team, environment), Efficiently, and within budget.	Accountability
108	Focus on NPT reduction	Focus on NPT
110	Continue to encourage collaboration between teams. In my opinion, this has been the biggest improvement since our reorganization.	Organization

111	My biggest opportunity to contribute is around managed spending. Evaluation of purchase options and alternative engineering solutions, focus on the essentials and minimize spend on nice to haves.	Spend Smart
112	- Concentrate on the basics (follow example from Marianas completions). Let's look for doing things in a simple but very efficient manner.	Learn
113	1. put all d&c ops teams on same floor to leverage skills/experience/staff and to facilitate effective communication and learning/knowledge mgmt.	Communication
113	2. rigorously implement cost control guidelines/expectations doc'd in BtB Common Process handbook (2008)	Spend Smart
113	3. demand only 1 managed GOM rig schedule that facilitates asset / discipline / team integration and alignment	Rig Schedule
113	4. Project Mgmt 101 -- excluding well delivery, stop everything that does not have concise TOR / SOR -- clear business goals & strategic alignment, SMART objectives, SPA, governance ... too much 'rock' chasing.	Organization
114	Better management of LL accounts and Tangibles.	Learn
115	we have so much material, people, and equipment on stand-by for contingencies. Some of this is for events that are a low probability of occurrence. We really need to look at risk weighting and see if we can reduce costs of stand-by / contingency kit.	Spend Smart
116	Manage new Well Service contracts and discipline with tools and requirements. Newest baddest is not always best. keep building bench strength by getting new people exposed to different assets with the help of the experienced hands. This will help from wearing the same folks down in the long run and broaden the horizons of the less experienced ones.	Spend Smart
117	Strengthen the emphasis on the importance of a timely and effective handover or an owner's manual for a well to the asset, which will reinforce and help maintain a well's integrity. This will have a huge impact on both	Learn
118	controlling capital and maximizing p	Organization
119	Just focus on these and not all the little pet projects that occupy time and space. Too many tiny committees working on items that have too little value.	Simplification
120	Simplify completion where possible> push back on smart completions. Share eqmt between assets. Minimize standby time. Reduce 3rd party inspection where it makes sense - Hold the vendors responsible.	Simplification
121	Better communication between Teams	Communication
122	I believe the new scorecards are very effective tools to communicate performance to date as well as understanding how we are doing across D&C.	Communication
123	CWOP for each completion.	Learn
123	Get rid of all smart phones and blackberries (waste of money)	Spend Smart
123	Attack well services costs. If we can't reduce rig rates, why not create a task force to negotiate well services costs which were not already covered in the North America tender exercise.	Spend Smart
123	Review the level of contingency equipment sent to the rig for each completion.	Spend Smart
123	Ensure rental equipment is returned as soon as we're through with it.	Spend Smart
124	Constant conversations with our people to deliver and take accountability for their actions	Communication

125	Cost Control and Management within the D&C team must be better understood, better managed and more transparent throughout the entire team.	Spend Smart
125	The Project Services Leads seems more concerned with putting together RACI charts than providing clear expectations and holding the team and individuals accountable.	Accountability
125	There is no documented invoice flow process throughout the GoM D&C projects. What are the guidelines regarding DOA? How does an invoice get paid? What are the parameters and how are goods and services verified when the project services team has been told	Organization
125	Cost Analysts need to understand that as a "field estimate" DIMS is not to be discounted. There needs to be greater focus in assuring DIMS costs, as this is the best real-time cost data and is being used by engineers in cost estimates and as the basis for	Organization
126	Minimize 3rd party days on rig.	Spend Smart
127	Continue with current reduction in the process and enable the rig site teams to make more decisions to improve the performance.	Status Quo
128	Monitoring and provide continuous feedback on what the KPIs are telling us vs the PC and how priorities need to be readjusted in a changing environment. Maintain KPI's visible to everyone.	Spend Smart
128	Create a "hopper" of cost management initiatives. Cascade ideas and keep them visible.	Organization
128	Safety - I think the attention to detail, SOC's, and mindset from management on down about putting safety first all seem to be making a difference and getting us to the desired results. We had a very good year last year.	Status Quo
128	Production and delivering 14 new completions - hire a wellbore displacement specialist. Also review liner cementing issues and get Dr. Beirute more involved in jobs to improve our zonal isolation quality.	Spend Smart
128	Capital - Better cost controls on what we are spending on the rigs. Do we need to order out equipment or personnel as early as 1 week in advance? It's got to cost us a lot of money in standby charges. I also think standardizing equipment and leveraging our	Spend Smart
130	Stick to the plan and quick making last minute changes to the rig schedule.	Rig Schedule
131	Take some of the process out of the system. too many people involved in making decisions	Organization
132	1. Remove safety reps from the contract drilling rigs and turn more of the accountability to the drilling contractor.	Spend Smart
132	2. Add to contracts a financial penalty when BP safety and financial targets are not met.	Spend Smart
132	3. Take cell phones away from WSL.	Spend Smart
132	4. Stop having WSL meetings.	Spend Smart
132	5. Stop having 5 WSL per team.	Spend Smart
132	6. All rigs should have only 2 rig clerks not 4.	Spend Smart
132	7. Change the BP policy on 16 hours per day and 28 consecutive days to read it's a recommendation not a policy.	Spend Smart
132	8. Have spud meetings on the rig and not at casinos.	Spend Smart
132	9. Cancel San Diego WWDC.	Spend Smart
132	10. Hold meetings at the BP office in Houston and again not at high dollar hotels and casinos.	Spend Smart
132	11. Have financial penalties in contracts when part of the drilling package is not working at 100% efficiency.	Spend Smart

132	13. Use WSL's more in reviews and planning on their days off.	Spend Smart
132	14. If the company will pay bonuses to contractors have one model used across the SPU.	Spend Smart
132	15. Consider using smaller companies than the Halliburton's and Schlumberger's of the world. Production--don't re-invent the wheel. too many of the same mistakes are being made time and time again. too	Spend Smart
133	many new completion engineers and supervisors provide a onetime corre mug and do away with the corree cup expense each week. Adds up over the year. 4/10	Learn
134	work week to help reduce utility cost. Discuss with contractors that they might have to go back to the beginning on some of the safety programs. The last couple of years we have seen a high number of turnover, advancement, and thinning of experience level in	Spend Smart
135	all positions. Depending on the dev	Spend Smart
136	Restructuring contracts that are up for renewal (specifically rentals). personal task cards for the contractors and other wells roiks who will be prerorming tasks. This will ensure all personnel are taking the time to Risk Assess thier task, no matter how small. Its the little or low risk tasks that	Spend Smart
137	are contributing to our si	Spend Smart
138	Safety - continue pushing personal responsibility. Cost - question the need for backup equipment & unnecessary tools just becasue an engineer asks for them	Accountability
138	(question the need of the tools/equipment).	Spend Smart
139	More "meat" less process in getting things done.	Simplification
140	Cash - More one on one monthly updates from Finance.	Reporting
140	Capex - Continue the Project Services monthly reviews Do not try to address everything, the organization cannot handle this scope with noise or the past. Selectively pick the things that will have a real impact, avoid duplicate process...address issues one time make a decision	Reporting
141	and move forward.	Simplification
142	Pay close attention to stand by charges. Simpily, not standardize our wells (Completions and Drilling) I think we need to adopt the KISS principle and stick with it. I feel that I don't have time to plan a simpler completion design. We are always reacting to issues	Spend Smart
143	with the wells and not being	Simplification
144	Will be working to lower the NPT for completions	Focus on NPT
145	Efficient use of manpower and suppliers between asset teams.	Spend Smart
146	Review invoices and challenge charges based on service/performance delivered. Focusing on 1) Improving our group's safety performance 2) Apply lessons learned on our first Deep Gas well to	Spend Smart
147	future wells.	Learn
148	Make good decisions to start and you don,t have to start over because of a bad decision. Do not 'punish' somebody who provides a realistic forecast but is slightly over at the end. Reward accuraccy plus	Organization
149	or minus..	Other