

Marathon Oil Case Study

Marathon Oil came to The Bob Pike Group with unacceptable levels of injury and death on the job. Marathon Oil suffered from a rate of 0.61 injuries per 20,000 hours worked, a rate considered to be inadmissible in the industry. This relatively high rate was attributed to a training curriculum that lacked participant engagement, leading to a less than ideal retention of safety information.

To reduce the number of injuries and deaths on the job, The Bob Pike Group along with experts from Marathon Oil designed and developed the Life Critical Skills Training course. The Bob Pike Group facilitated results-based design meetings to identify learning objectives and content based on previous knowledge, skills, and abilities of future participants. To support the learning objectives, The Bob Pike Group incorporated interactive learning activities. To facilitate participant engagement The Bob Pike Group created leader guide and participant guides including PowerPoint, scripted activities, and support materials. Also in redesigning the training curriculum, The Bob Pike Group conducted pilot program delivery and subsequently edited the program to address feedback. To ensure participant engagement in future training, The Bob Pike Group delivered train-the-trainer program to prepare Marathon instructors to deliver the new course.

Marathon Oil saw an increase of success in their Life Critical Skills Safety Program; participants were much more engaged in training and retained more information. Marathon Oil also noticed a consistent understanding of the procedures across diverse organizations along with high test scores and positive feedback. After working with The Bob Pike Group in 2010, Marathon Oil saw their previously high rate of 0.61 injuries per every 20,000 hours worked to their best-ever personal safety record at 0.45 injuries per every 20,000 hours worked.