Developing a Performance Culture
Welcome to SAMI!

SAMI is a management consulting company that helps our clients improve operations.

We are unique in a few ways. We create a **Strategic Performance Plan** for your operations. We implement that plan with you, engaging your staff in creating solutions. Results can be $100’s of millions.

Second, the **SAMI Pyramid** is known globally for offering best practices in a structured success method, for all functions in production. Nothing like it exists outside of SAMI.

Finally, we focus on behaviors. We measure and implement the 350 behaviors that create a **Performance Culture™**. Your results are certified and sustained over time.

We can help your operation, too. Call us today!
Do You Have a Performance Culture™?

SAMI helped:
• Shell increase oil production by $1 Billion per year
• Exxon Refinery reach 1st quartile from 4th quartile in two years, increasing production by 7%
Who Is SAMI?

▲ Business Solution Experts
▲ We help our clients:
  • Assess Behaviors and Practices
  • Identify Performance Gaps
  • Create Strategic Performance Plans
  • Design and Implement New Systems to Improve Behaviors and Practices
  • Eliminate Sources of Loss
  • Certify Sites in Practices, Behaviors and Performance
  • Achieve 10:1 Return On Investment
▲ Result: Sustained *Performance Culture™*!
With a SAMI Performance Culture™ You Will Achieve:

▲ Predictable, Improved Production and Reduced Losses
▲ High Equipment Availability
▲ Reduced Waste and Operating Expense
▲ World-class Worker Productivity
▲ 100% Regulatory Compliance
▲ Intimate Knowledge of Process and Equipment Condition
▲ High Levels of Ownership, Accountability and Cooperation
▲ Minimized Conflicts Among Competing Interests
▲ A Safe, Satisfying and Productive Work Environment
What are the drivers of a Performance Culture™?

**PERFORMANCE CAUSES**

**BEHAVIORS**
- Leadership
- Communication
- Coordination & Cooperation
- Disciplined Action
- Performance Management

**PRACTICES**
- Strategic Performance Plan
- Integrated Managing Systems
- Look-Ahead Planning
- Work Management
- Change Management

**RESOURCE AVAILABILITY**
- Process and Equipment Reliability
- Efficient & Effective Maintenance
- Lean, JIT Inventory
- Supply Chain Optimization
- Constraint Management

**PRODUCTION RELIABILITY**
- Safe Work Environment
- Predictable Performance
- First Time Quality
- On Time Delivery
- Cost Effective Operations
Where Have We Implemented the *Performance Culture™*?
The SAMI Pyramid—Increasing Performance Year on Year!

- Performance Culture
- Advanced Practices
- Integration
- Effectiveness
- Efficiency
SAMI Production Model

Performance Culture

Stage 5
Performance Culture

Stage 4
Lean Enterprise

Stage 3
Organizational Excellence

Stage 2
Optimization

Stage 1
Planned Production

Managing System

- Metrics/Production Control
- Inventory/Materials Management
- Quality Control (QC)
- Execute Production Plan
- Plan & Schedule Production
- Identify Production Requirements

Resource Readiness

- Lean Manufacturing
- Process Optimization/Debottlenecking
- Staff Competency
- Supplier Partnerships
- Process Redesign
- Asset Rationlization
- Customer Partnerships
- Functional Integration
- Value Chain Integration
- Constraint Management
- DCS
- Production History
- Loss Mapping & Analysis
SAMI Asset Healthcare Model

STAGE 1
Planned Maintenance

STAGE 2
Proactive Maintenance

STAGE 3
Organizational Excellence

STAGE 4
Engineered Reliability

STAGE 5
Performance Culture

Performance Culture

RAM
Equipment Standardization

Life Cycle Analysis
Vendor Reliability

Lean Maintenance
Functional Integration

Asset Integrity
RCM

Condition Based Maintenance
TPM/OPM

Preventive Maintenance

MANAGING SYSTEM

Work Identification/Prioritization
Planning & Scheduling
Work Execution/Review
Contractor Management

CMMS/Metrics
Failure Analysis
Equipment History

Turnaround Management
Asset Strategies/SRCM

Asset Integrity

Condition Based Maintenance
Preventive Maintenance

SAMI Asset Healthcare Model

www.samicorp.com
The SAMI Process

Certify • Assess

Design • Install • Sustain

APEX™ Assessment • Strategic Performance Plan
Assessment and Strategic Planning Begin Our Work

- Creates a Strong Emotional Gap
- Engages Operating Management to Plan for the Future
- Develops an Operating Vision
- Creates a Forum for Agreement
- Creates a Multiple Year Road Map
- Identifies Expected Value of Change
- Develops a Detailed Plan of Delivery
- Develops Detailed Goals by BU
- Aligns Leadership!
APEX™ Behavior-based Assessment

▲ SAMI’s Assessment Process
▲ Supported by Proprietary APEX Software
▲ Quantifies Behaviors that Drive Business Performance
  • Baseline
  • Trends Over Time
  • Across Multiple Assets
▲ Gives Staff a Means to Measure and Improve Team Performance
▲ Sustainability of Improvements: Quantified, Verified and Certified

APEX is the Only Tool Available to Measure Performance Culture™!
SAMI’s Unique Implementation Assures Sustainable Results

- Engages Client Staff to Create Detailed Design
- Creates High Ownership
- Champions, Coaches, and Consultants Embed Behaviors
- SAMI’s Peak Performance™ Training Program Speeds Adoption
- SAP & Other ERP’s Fully Implemented
- Tracks Benefits Monthly
- Quarterly APEX™ Review Assures Sustainability
- Certification Validates Mastery and Results
Cumulative Cost/Benefit Strategic Performance Plan:
ROI 10:1+
APEX™ - Measures Performance & Results for Certification

PERFORMANCE CULTURE™

TIME

X=PRACTICE METRICS

Y=BEHAVIORS

low performance

unsustainable

high performance

sustainable

ASSET 1

ASSET 2
How Long Will the Journey Take?

- **Sustain and Certify**: 13 weeks
- **Install**: 13-15 weeks
- **Design**: SAMI Strategic Performance Plan
- **Quick Wins**: 13 weeks
- **Intervention**: 13 weeks
- **Loss Mapping**: 52+ weeks
Your Results Will Make the Journey Worthwhile!

▲ 5-15% Increase in Throughput

▲ 10-20% Reduction in Operating Expense

▲ 50-100% Increase in Labor Productivity

▲ Increase in Safety Awareness

▲ Improvement in Communications & Cooperation Throughout the Site

▲ More Engaged Employees and a Better Experience For Everyone
Call us today to get started!
+1 (860) 675 0439
www.samicorp.com

North America:
Kent Johnson
kjohnson@samicorp.com
+1 (303) 808 7511

Ian Hedding
ihedding@samicorp.com
+1 (614) 843.8118

Latin America:
Michael DeLuca
mdeluca@samicorp.com
+1 (207) 831.6896

Middle East:
Jim Davis
jdavis@samicorp.com
+973 (39) 308.380

Europe:
Brad Peterson
bpeterson@samicorp.com
+1 (860) 675.0439

Australia:
Phil Campbell
pcampbell@samicorp.com
+61 390015549

Asia:
Ravi Venkataramani
rvenkataramani@samicorp.com
+91 (971) 005.2715