

## **BP Oil Spill Report Demonstrates Need for Leadership According to Turbocharged Leadership**

*Turbocharged Leadership comments on National Oil Spill Commission report concluding oil spill could have been prevented with better management and communication.*

*Lexington, Kentucky, Jan. 13, 2011* – The National Oil Spill Commission report is now available and concludes the Gulf BP oil spill could “almost certainly” have been prevented. The report clearly illustrates that no leader existed, highlighting the importance of leadership and the disastrous consequences of its absence.

Lack of leadership on the *Deepwater Horizon* at the Macondo well allowed critical lapses in communication, employment of untested procedures, and inadequate safety measures and training. Imagine the outcome if outstanding leaders had been present to ensure goals were established and all elements necessary for success were in place.

Research shows that five elements are required for effective leadership:

- 1) Focusing the team effort on the goal
- 2) Ensuring adequate resources exist and alignment with outside parties is achieved
- 3) Selecting outstanding team members
- 4) Motivating teams members
- 5) Ensuring job satisfaction so that team members do not drop out

### **BP Leadership Lapses**

“Enhanced leadership would likely have prevented the blowout by providing a clear set of goals and processes to achieve those goals,” said Joel DiGirolamo, President of Turbocharged Leadership. “These goals and processes would have been clearly communicated with status updates conveyed to ensure all team members were in alignment regarding the next steps and necessary tasks to achieve the final goal.

“As it was, critical and necessary tests did not take place and the well’s weaknesses were not communicated to all parties. It is evident from the report that little leadership existed.

Crucial safety training did not take place and experience from previous near-misses was not communicated to workers, in some part, sealing the fate of those who died or were injured. Further, the lack of leadership and a team atmosphere inhibited workers from consulting engineers who may have called for a halt in processes leading to the explosions on the *Deepwater Horizon* on April 20, 2010.”

### **Improved Leadership Required**

Reducing future deepwater drilling accidents may be achieved by enhancing leadership skills. While this type of drilling has its attendant risks, the leadership required in these activities is little different than that required in most other situations.

Leadership improvements necessary to prevent similar incidents include:

- 1) A single overall project leader
- 2) Clear communications to all individuals working on the project
- 3) Superior safety training relating past experiences and problem analysis
- 4) Hiring workers with the necessary skills to complete tasks efficiently and safely
- 5) A clear definition of team member roles and assignments to complete tasks safely and efficiently

Improving leadership in deepwater drilling processes will undoubtedly result in more efficient processes, increased safety, higher job satisfaction, and reduced cost over the long term, assuring the ability to provide energy profitably and safely far into the future.

### **About Turbocharged Leadership**

Turbocharged Leadership is a consulting firm created to work with organizations of all sizes to provide effective leadership, improve team productivity, and develop individuals into effective team members and leaders. President Joel DiGirolamo has more than 30 years of staff and management experience in Fortune 500 companies. He has a BSEE, MBA, a masters degree in psychology, and is an award-winning author. His most recent book is [\*Leading Team Alpha\*](#), a novel about the resurgence of a software business that illustrates five fundamental elements of leadership based upon decades of leadership research. Joel has been a keynote speaker at international conferences, and is a member of the American Psychological Association (APA), the Society for Industrial and Organizational Psychology (SIOP), and Society for Human Resource Management (SHRM). More information is available at [www.turbochargedleadership.com](http://www.turbochargedleadership.com).

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