



bp p.l.c.  
bp.com

## CASE STUDY

# bp Goes Global with a Planet-Saving Digital Transformation

### ABOUT BP

As one of the only vertically integrated energy companies in the world, bp is a leader in their field, with a bold mission to pursue sustainable energy solutions and be net-zero for emissions across all product lines by 2050. To realize their visionary goals on a short timeline, they're investing in agile transformation to ensure their teams are fast and focused.

“My experience with Hyperdrive was incredible at BP. Not only did they supply agile coaches at every level of the organization, they brought expertise from all kinds of industries.

**Lead Agile Executive**  
bp Americas

### ■ Challenges

As part of their strategic initiative to pursue sustainable energy, bp looked to change the way they operated and funded initiatives, in order to quickly capitalize on new ideas. They intended to pursue agile transformation for many of their divisions, including the retail digital transformation division in North America, their multi-year large-capital construction project division, and a range of other programs across IT, marketing, supply chain, manufacturing, and finance.

### ■ Solutions

To ensure the success of the agile transformations of the retail digital transformation division for North America, bp engaged Hyperdrive to supply staff and manage a team of high-quality agile and program management experts, including team coaches (scrum masters), agile coaches, and other project management roles in their North American and European offices. Hyperdrive was responsible for their onboarding to support roles and ensuring the quality of their coaching across the programs in foundational agile skills, adopting agile mindsets, and creating new ways-of-working.

The BP executive leadership were eager for their global team to embrace their new company values that followed their move into green energy. With our help, the agile transformation was launched across all levels of the target divisions, and our staff supported BP at the program level with world-class expertise in Lean, agile methodologies, innovation strategies, and creating winning business and operating models.

## ■ Results

During the initial term of the engagement, our coaches supported teams across five continents. Our staffing was particularly successful, with an average fill time of only 10 days per role. As a result of our successful engagement with bp, we have been an ongoing partner since 2018, with plans to continue to support their programs for the next several years.

The full-service engagement included the addition of more than 30 agile coaches to consult with BP's teams in a hands-on, daily support and mentoring model, ultimately supporting hundreds of teams. The coaches also supported the management and supervisory functions, and Hyperdrive was successful in coordinating all of BP's vendors for the ongoing projects. The engagement also included agile training for all employees in divisions, staffing consulting and execution, including onboarding and management, and the provision of subject matter expertise for product teams.

### HIGHLIGHT

We supported the Digital Operations division that partnered with retail operations to align their innovation initiatives following the multi-billion dollar acquisition of Thorntons convenience stores. The shift resulted in a 20% growth of bp's convenience store division revenue.

### FUTURE FOCUS

Continuing support of the C-level, we are coaching bp's executives in strategic responses to the market, how to leverage staff for desired strategic outcomes, and aligning on-the-ground work with the mission and vision.

### CONTACT US

**Stacey Louie**  
CEO, Hyperdrive Agile

**Steve Claus**  
VP, Enterprise Agile Strategy

