

Technical assistance



Oil & Gas - Energies renouvelables - Energie électrique



PYTHEAS
Engineering Group

The technical support of tomorrow

Report makes in 2016

- ❖ The staff is volatile because hunted constantly, moreover why work for us rather than another society?
- ❖ Our customers work with humans above all else!
- ❖ How to be the company for consultants and for our customers?
- ❖ Business engineers and/or business managers do not know the technique
- ❖ 20 years of technical assistance must give way to modernity





Our axes of development



BE CONSULTED BEFORE THE OTHERS

EFFICIENCY OF THE PROCESS

GET THE RESOURCES

IMPROVE THE FOLLOW-UP COLLABORATORS

DEVELOP LOYALTY OF THE STAFF

Our philosophy

Responding to a customer request must be done in 24/48 hours

MAXIMUM

An answer, a profile

You need to know and be able to say no to a client

Sufficient (Self-important) and quality resources

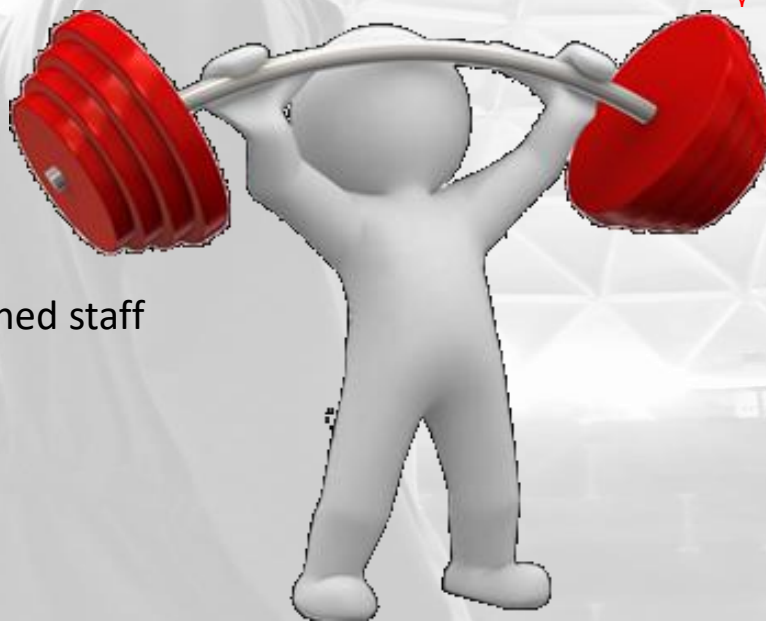
The customer wants efficiency in his process and waste as little time as possible.

Providing several profiles demonstrates an uncertainty of response, a lack of confidence in our process

The customer wants the 8-legged sheep paid to the smic (no waste of time let others break their teeth). Knowing how to respond: "it's this price and not otherwise" is a sign of confidence in our process and our strength

Our approach

- ✧ The implementation of core competencies, business referents (Piping, storage, GC, EIA, new work, maintenance, etc.).
- ✧ Allowed us:
 - ✧ An attraction for technicians
 - ✧ Increase the knowledge of our employees
 - ✧ Put juniors under cover of senior or seasoned staff



Our strength

- ✧ At PYTHEAS we have technicians (juniors, seasoned, seniors)
- ✧ All of which have a special feature, a thirst for knowledge and/or sharing.

Our philosophy

- ✦ Beyond a salary (luxury acting) come to us it is to increase his skills, his know-how, and grow.
- ✦ We are becoming more and more competent
- ✦ More and more efficient
- ✦ Juniors under the guise of senior citizens are able to meet a growing demand from our customers and, to invest in the future with young talents,

Un de nos outils



Why this strategy works

- ✧ To reassure a junior
- ✧ Valuing the elderly or seasoned
- ✧ Multiple Added Values for PYTHEAS:
 - ✧ Sharing of know-how
 - ✧ Accompanied juniors
 - ✧ Less time spent training external
 - ✧ More productivity for everyone
 - ✧ Sharing knowledge acquired on all sites
- ✧ A client is often fed and raised by his company and has not seen what is happening elsewhere, at us sharing is an art of living
- ✧ Capturing the attention of resources
- ✧ Being in the air of time



The improvements further to the divisions

- ✧ We have implemented security passports with the Blood Group of collaborators (HSE monitoring is above all a culture)
- ✧ We encourage co-operation (Each employee is an ambassador of our company)
- ✧ We are a talent incubator, not an investment company
- ✧ We are constantly developing new trades, know-how.



The follow-up of our collaborators

- ✦ The tools of today and tomorrow are already at PYTHEAS
- ✦ WhatsApp, Viber, Skype allow our managers to follow our employees as often as necessary
- ✦ So our carbon impact is limited to the strictly necessary
- ✦ We also reduce stress from sports



The monitoring of our modernized employees has made it possible to limit

✧ The risks are:

- ✧ Ambulatory
- ✧ Vehicle Journeys
- ✧ Site in themselves
- ✧ We also reduce the stress of transportation

✧ The costs of rank 1:

- ✧ Fuels
- ✧ Tolls
- ✧ Insurance
- ✧ Maintenance of the fleet

✧ Consequences of this:

- ✧ Less than Fatigue
- ✧ Less stress
- ✧ Less Time Loss
- ✧ More efficiency and effectiveness
- ✧ Increased user friendliness

✧ Ranked costs 2:

- ✧ Disease
- ✧ De-motivation
- ✧ Lack of effectiveness
- ✧ Unconsistent human approach



Results:

- ✦ Our customers recommend us
- ✦ The talents join us
- ✦ Our skills are increased
- ✦ Working for PYTHEAS
- ✦ It's about growing up
- ✦ It means being confident in a company that pays attention to its consultants
- ✦ It's evolving in his career
- ✦ These are possibilities without renewed cesses





PYTHEAS

Engineering Group

Nos contacts :



Michel ROCHE : Managing Director

Courriel : michel.roche@pytheas-eng.com



Fabrice KRAMER : Technical Director

Courriel : fabrice.kramer@pytheas-eng.com