



## About Michael Kelley

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Michael Kelley is a cultural transformation expert and partner with Corpus Optima. He is a seasoned energy industry executive with over 20 years of bottom-up experience in the offshore drilling sector. In various operational roles, he has been responsible for company-wide improvement, strategic planning, budgeting, project management, information services, and daily operating processes. He has participated in all aspects of initiating, integrating, and transforming company operations and culture in a highly fragmented, dynamic industry. He has experienced Superperformance firsthand, having participated in the achievement of second-order improvements in operational effectiveness, health, safety, and environment (HSE) performance, and joy in work in a variety of organizations.

Through application of innovative approaches to unleashing intrinsic motivation and inspiring people to excel, he is deeply experienced at coaching and mentoring executives and organizations in a way that people flourish, resulting in bottom-line increases, enhanced company reputation, a soaring stock price, and an engaged and committed workforce.

As a long-term industry executive, project optimization specialist, and customer advocate, his delighted customers have included many prominent international organizations, including Chevron, Shell, ConocoPhillips, BP, and ExxonMobil.

Recently, as VP of Operations for TODCO, he led the operational and cultural transformation of the company across a fleet of sixty-one rigs. His functional areas of responsibility included overall operations which included company project deployment, management, and oversight, operations financial oversight and budgeting, strategic planning, business improvement, workforce development, and customer satisfaction. In this critical role he led the development of an integrated operations team, leading to unprecedented company-wide improvements in health, safety, and environmental (HSE) performance, full reactivation of 15 rigs (during the most challenging labor market in the industry's history), reduction of the company's recordable incident rate by 45% (in spite of a concomitant significant increase in staffing), reduction of downtime from 3% to less than 1% , and most importantly, receipt of the Industry-benchmark Minerals Management Service Safety Award for Performance Excellence. During this period the company' revenue increased by over 400%, and its stock price appreciated from an IPO price of \$12.00 to a high of \$53.86, transforming overall capitalization from \$785 million to \$2.4 billion.

Michael has authored a number of white papers and articles on the topic of cultural transformation and the tie to operational performance results, and has been published in the *Journal of Performance Improvement*. He holds an MBA from the University of Phoenix and a Bachelors in Business Administration from the University of Texas.

He is involved in a number of community initiatives and is president of the Houston chapter of CEO Netweavers, an executive organization dedicated to advancing the practice of servant leadership.

