Watch-point Identified	Value Chain Workstream	Org Design Element	Sprint to be Addressed	Disposition	field SCRISCI 3GRIZCITIES ADULTURED CONTROL								OCC 28E	Notes
An organizational element (role change, process, technology dependency, governance, etc.) that needs to be addressed to deliver an effective solution	Value Chain Capability Workstream Function Center of Expertise Other??	Is it related to Process alignment/maturity? Talent capabilities/maturity?? Culture? Structure (how work is managed)? Governance? Technology Gap? Combination of elements?	What point in the project is it apppropriate to address the watch-point item?	Status (resolved, deferred,)? Actions taken? Dependencies?	Use Excel's Filter function to filter each column so that you can perform the data analysis relevant to decisions you must make about the organization's work alignment, roles, etc.							rforn cisior	ns (Capture specific comments and details to provide conte conditions, suggestions, and additional data points from which to consider this watch-point.
Translation Services: Where to locate translation services group if it is removed from current Production Planning & Reporting team	V2022+	Process/Structure/Governance/ HR Job Desc.	Vision 2022+	The Vision 2022+ project addresses this question									\ \	Current Vision 2022+ org design alternative suggests that shared business ser work activities (such as training, translation services and administrative service) will be managed from a Support tower whose manager reports to Production Operations Managers.
Wet signature requirements (Utilities Section Supervisor and Shift Supervisor); impact on structural decisions?	Manage & Monitor	Process/Technology	Epic 3 Sprint 2	Addressed by Wade	Х	Х	Х		Х	Х	Х	Х	X	An ETC FE working on the PBF simulator suggested when asked, that the Field should own everything up to the slug catcher and the IOCC should own everytheyond that point.
Utilities Superintendent position scope changes	V2022+	Structure/HR Job Desc.	Vision 2022+	Addressed partially in IOCC Org Design and partially in Vision 2022+									9	Moving console operators from the Utilities facility will reduce the Utilities Superintendent's oversight burden. TR will need to review the role to determ any actions need to be taken to reevaluate the role.
More than 90% of control room personnel speak Kazakh. Kazakh language should be the primary language in the control room.	HR/Culture	Culture/Change Management	Epic 3 Sprint 3	Migration Team Consideration?	X	X	Х	Х	X	X	X	X	X	
Field production work direction accountability	Field Ops	Structure/Process/Governance	Epic 3 Sprint 1	Must have this to determine Future-State organization	X						X	X	X	
We used to have a slug catcher that was managed by the Field, but it didn't work out, so we had to move the slug catcher to the Plant. Will we have this flexibility with PBF?	PowerBoost Facility	Structure/Process/OC/HR Job Desc.	Out-of-Scope for Org Design	Limitations in PBF operational details could be a barrier to a quick answer. Past experiences does not confirm future results	1				Х				Х	
PBF Reporting Structure: The decision of where the PBF sits will have a large impact on the hosting organization. We will need to have time to prepare and train people before taking on PBF.	Manage & Monitor	Structure/Process/OC/HR Job Desc.	Vision 2022+	Decision : PBF will be managed by the Field organization	X	X	Х	Х	Х			X	X	
Field CCR Shift Supervisor is Facility Owner & signs work permits; this will have to change. Area Supervisor could have to pick up this work.	V3A	Governance/HR Job Description./ Compliance	Epic 3 Sprint 3	More research needed	X							X		
Suggestion: Change the name of Shift Supervisor in the IOCC to Control Room Supervisor [and make them responsible for a pod of consoles—multiple consoles??]	Manage & Monitor	HR Role Desc./ Governance	Phase 3A	Prikaz/HR		Х	X	X		X		X	X	
Area supervisor work and supervisory scope changes.	Manage & Monitor	HR Role Desc./Governance	Phase 3A	To be addressed by HR		X	X	Х				Х		
IBU & SJVBU lesson learned was to get the Agile User Interface group in right away	V3B	Implementation Planning	Phase 3B	HR/IT										
The current career path/progression is: Operator starts outside, then becomes Lead Operator, and then Console Operator. We may have to change the career path.	V3B	OC/HR Policies	Phase 3B	See Items 32, 33, 34, 35 etc.										
With the new PBF connections and integrations, will we have enough console operators? Will we need to add more?	1	OC/HR Staffing	Phase 3B	Consider in Phase 3										
Every Facility Superintendent has a morning meeting. Will they remain the same? Where will they reside?	Manage & Monitor	Process/Governance	Phase 3B	Answer appears to be: no change in Facility Superintendents' morning meeting	X	X	X	X	X	X	X	X	X	
Move Emergency Communications (announcements) to Control Room Supervision work, which is 24/7.	V3A	Process/Governance	Phase 3A	Included in High-level Design Work Activities										
Alarm settings Support Locations	Manage & Monitor	Process/Governance/Compliance	Phase 3B	What is the question, here? Research the source		Х	Х	Х				х		
Automation Consultant – moving to IOCC will disrupt the Automation group interaction with other groups	V3A	Process/Governance/Culture	Phase 3A	Review Automation Consultant Integration Points										
Automation Process Control Engineer currently works within the control room. Separating this position from the Control Room could cause inefficient monitoring of automation system health during troubleshooting/optimization/DMC+ support and possible LPO.	V3A	Process/Governance/Culture	Phase 3A	Review Automation Process Control Engineers' Integration Points										