# Article information:

Energy transition, people, organizational topics | McKinsey  
<https://www.mckinsey.com/industries/oil-and-gas/our-insights/how-people-and-organizational-moves-can-power-up-energy-firms-in-2023>

# Article summary:

1. Energy companies are facing challenges related to crises, climate change mitigation, and talent retention.

2. Companies can address these challenges by shifting their operating models, incubating and scaling growth businesses, retraining talent, and pivoting their portfolios.

3. Leadership transformation is also necessary to secure value from existing assets while finding and developing value in emerging low-carbon markets.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article "Energy transition, people, organizational topics" by McKinsey provides insights into the challenges faced by energy companies in the current environment and offers suggestions for how they can adapt to succeed. The article covers four themes: operating models, talent, portfolio shifts, and leadership.

The article presents a balanced view of the challenges faced by energy companies and acknowledges the need for change. It highlights the importance of adapting to new technologies and shifting market demands while maintaining traditional core businesses. However, there are some potential biases in the article that should be noted.

One-sided reporting is evident in some sections of the article. For example, when discussing M&A activity in the energy sector, the article focuses on success stories without acknowledging potential risks or failures. This could lead readers to believe that M&A is always a positive strategy for energy companies.

The article also lacks evidence to support some of its claims. For instance, it states that "most corporate new-business builds are not a great success," but does not provide data or sources to back up this claim. Similarly, when discussing talent retention strategies, the article suggests that split-testing employee value propositions can be effective but does not provide any examples or evidence to support this claim.

There are also missing points of consideration in the article. For example, while it acknowledges that public utilities are competing with big tech for talent, it does not explore how this competition might impact energy companies' ability to attract and retain employees.

Overall, while the article provides useful insights into how energy companies can adapt to succeed in today's environment, readers should be aware of potential biases and unsupported claims.

# Topics for further research:

* Impact of competition from big tech on energy companies' talent retention strategies
* Risks and failures associated with M&A activity in the energy sector
* Examples of split-testing employee value propositions in talent retention strategies
* How energy companies can balance traditional core businesses with new technologies and shifting market demands
* Strategies for energy companies to attract and retain talent in a competitive market
* Evidence-based analysis of the success rates of corporate new-business builds in the energy sector.

# Report location:

<https://www.fullpicture.app/item/ecb28d1a7d94b075c0648abb5c50877e>