



Are oil and gas companies ready for the generational shift?

With **one in five employees now over 55** (Global Energy Talent Index Report 2025), oil and gas companies risk losing critical institutional knowledge as operational complexity and regulatory pressure increase.

Our survey found that **66%** of oil and gas executives report a strong or severe impact from retirements and departures, with direct consequences for safety, performance and delivery.

A triple operational challenge

Knowledge loss

Critical know-how leaves with experienced operators, particularly if their informal knowledge is not documented.

Onboarding gap

New hires take longer to reach safe, independent performance. Digital technologies need to help bring a junior employee to the level of a 20-year veteran?

Productivity drag

Manual workarounds and rework increase as expertise thins out. Wasteful practices strain teams.

Four technologies that change the equation

Octave Attune (HxGN EAM/APM)

Standardizes maintenance and asset strategies, which replaces experience-based practices with consistent workflows.

Octave Tempo Operations Management (formerly j5 Operations Management)

Digitizes shift handovers, permits and incident workflows, which reduces reliance on tribal knowledge.

Octave Tempo Operating Procedures (formerly AcceleratorKMS)

Captures operational know-how into procedures, which ensures tasks are done right the first time.

Octave InConcert (formerly HxGN SDx2)

Connects engineering and operational data, which gives teams access to accurate asset information.

In practice

- **Crossbridge Energy:** Digitized SOPs with operator input, which revealed real-world gaps and preserved frontline knowledge before it disappeared.
- **Singapore LNG terminal:** Standardized operations with integrated applications, which reduced manual work, improved compliance and made plant data accessible across teams.

About Octave

Octave is a leader in enterprise software, turning data into decisive action and intelligence into your edge. Our software solves for and simplifies complexity, from the design and build to operations and protection of people, property, and assets – for any scope, at any scale. For decades, we've partnered with customers to sharpen performance, elevate efficiency, and amplify results. From factory floors to entire cities, our solutions are tuned to scale up what's possible from day one onward.

©2026 Octave Intelligence plc and/or affiliates. All rights reserved.