

Stalled AI to scaled impact: How a contractor model drove faster results for less



A midstream oil and gas company headquartered in Dallas, Texas was looking to replace consultants with contractors for their AI team.

Challenge

The client's enterprise AI team was struggling to gain traction with a consulting-based model. While they had three internal team members, their external consultants operated fully remote, limiting the client's ability to require in-office presence or enforce alignment with internal expectations. This lack of visibility and control created friction, as consultants were often spread across multiple projects, diluting focus and slowing progress. Despite expectations of dedicated support, engagement was inconsistent, and priorities were divided.

Without a team physically present, collaboration suffered, hindering knowledge sharing, reducing accountability, and preventing the development of a cohesive, high-performing unit. As momentum stalled, critical AI initiatives lagged, and the team struggled to demonstrate value to the broader business. Without a more integrated and committed structure, the organization risked falling behind on its AI roadmap, impacting efficiency, delaying innovation, and weakening leadership confidence in the function.

Solutions

Building on a partnership spanning more than 20 years, Addison Group delivered a dedicated, in-office AI team that replaced fragmented, remote consultants with fully aligned contractors. The team comprised of two AI Developers, a Prompt Engineer, a Senior AI Developer, an AI Project Manager, an additional AI Developer, and an AI Business Liaison with the right blend of technical expertise and collaboration. With this solution solely focused on the client's environment, the organization reduced costs compared to traditional consulting models while gaining stronger accountability, faster execution, and a more cohesive team dynamic.

Results

The shift quickly translated into measurable business impact:

- **Internal AI Chatbot:** Deployed an enterprise-wide AI chatbot that enables employees across the organization to access and query internal data, documentation, and systems using natural language.
- **Earnings Call Intelligence Application:** Developed an AI-powered solution that analyzes historical earnings calls, market trends, and analyst behavior to predict questions ahead of upcoming calls.
- **AI-Powered Recruiting & Resume Screening Tool:** Built an internal AI application for HR that automates the screening and ranking of inbound resumes for open roles.
- **Engineering Records & Contract Intelligence Platform:** Implemented an AI-driven solution that analyzes engineering and contract data to identify key milestones such as contract expirations, renewals, and risk points.
- **Field Operations Image Verification (Computer Vision AI):** Deployed a computer vision-based AI application that validates field worker activity by analyzing pipeline inspection photos.

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Together, these innovations increased operational efficiency, uncovered potential multi-million-dollar savings, and positioned the organization as a more advanced, data-driven business.

The Addison difference

We know that great teams start with great people.

That means we focus on quality, not quotas. It means that we're laser-focused on seeing candidates beyond their resumes to understand their goals and make sure they align with your mission. And it means working with you to get detailed insights into your teams so we can find people who fit, not just who's available.

No one gets talent like Addison Group.®

About Addison Group

Addison Group delivers specialized talent solutions and consulting services across finance & accounting, IT, healthcare, HR, and administrative functions. Our people-first approach helps organizations build high-performing teams, when and where they need them.

A full range of services

- Contract
- Contract-to-hire
- Permanent placements
- Executive search

Accolades



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