BTS
Training & Consultancy

Learning & Development for the Oil & Gas Industry

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Description:

The learning organization is one that places a strategic importance on the development and learning of all staff. Coaching, training and supporting the career of staff can significantly improve performance, Nationalization and talent development initiatives. Developing and integrating new workers, developing, and retaining current workers, and attracting highly skilled workers to work for the organization are critical in any industry, but possibly more so in the Oil, Gas & Energy Industries.

This training course will highlight:

- How training can demonstrate a return on investment (ROI)
- How to become a learning organization
- Best practices in Coaching and mentoring schemes
- Methods to retain and attract the best staff
- The unique needs and strategies required for the Oil, Gas & Energy Industries

Who Should Attend?

This BTS training course is suitable for a broad range of professionals but will greatly benefit:

- Managers, Supervisors, and Leaders in the Oil & Gas Industry
- Those involved in developing coaching or mentoring programs
- Anyone involved in talent management of Nationalization Programs
- Anyone involved in learning & development, training, or talent management

- Human Resource (HR) personnel at all levels
- Occupational health & safety personnel
- Anyone concerned with organizational learning

Methodology

Participants to this training course will receive a thorough training on the subjects covered by the seminar outline with the Tutor utilizing a variety of proven adult learning teaching and facilitation techniques. Seminar methodology includes individual and group activities, DVD presentations, a variety of Practical Sessions and group interactions.

Course Objectives:

By the end of this course delegates will be able to:

- Demonstrate and understanding of best-practices in Learning, Training, Development, Coaching and Mentoring
- Explain the concept of Learning
- Utilize the skills of Organizational Learning & Talent Management
- Apply appropriate skills for developing a learning organization
- Develop talent and careers in the Oil, Gas & Energy Industries

Course Outline:

Day One: Organizational Learning & Development

Competency Description: Understanding the psychology of learning is an essential foundation for any professional working in the areas of Learning, Training, Development, Coaching and Mentoring

Key behaviors

- Explain the concept of learning theory

- Analyzing context

- Application of knowledge

- Critical thinking

- Awareness of different learning styles and how to provide for them

Topics to be covered

- Understanding the psychology of learning

- How do learning and development differ in the Oil & Gas Industry

- Behavioral and other psychological theories

- The idea of organizational learning

- Learning style theory – pros and cons

Day Two: Coaching and Mentoring

Competency Description: The development of practical skills and knowledge about coaching and mentoring specifically in the Oil, Gas & Energy Industries

Key behaviors

- Explain the concepts of mentoring and coaching

- Analyzing best-practice in coaching and mentoring schemes

- Application of skills to practice

- Motivational coaching skills

- Understanding of core models

Topics to be covered

- Distinguishing between coaching and mentoring

- Coaching process elements and how they interrelate

- Understanding the coaching cycle

- Best-practice in mentoring schemes

- Establishing a mentoring program

Day Three: Proving the Value of Learning and Development

Competency Description: The analysis and alignment of business objectives to create efficient systems to achieve the maximum ROI from learning and development initiatives

Key behaviors

- Aligning training and development to meet business objectives
- Understanding the training cycle and why it matters
- Redefining organizational learning for your organization
- What to measure: defining the measurement parameters and metrics
- Demonstrate the business case for specific training interventions

Topics to be covered

- The training cycle
- The importance of learning objectives
- Understanding and applying cost-benefit analysis
- How to measure training return-on-investment (ROI)
- Measuring intangible impacts: cultural, social, other

Day Four: Career Development, Performance Management & Feedback

Competency Description: Understanding the process of career development, performance management and feedback based on Emotional Intelligence Competencies

Key behaviors

- Plan, organize and deliver relevant interventions
- Developing a personal career SWOT
- Understand and can implement appropriate feedback technique
- Describe best practice in relation to employee development

- Critical thinking

Topics to be covered

- Understanding career development
- Methods to develop and retain staff
- Nationalization and localization programs
- How performance management should work
- Emotional Intelligence (EI) - giving feedback model

Day Five: Becoming a Learning Organization

Competency Description: Organizations need to discover how to use people's commitment and capacity to learn at all levels

Key behaviors

- Understanding the characteristics of the learning organization
- Systems thinking
- Building shared vision
- Change leadership
- Developing a personal plan for future learning

Topics to be covered

- Definitions of a learning organization
- Dimensions of the learning organization
- Benefits and barriers or the learning organization
- The Fifth Discipline
- The business case presented