



# Who we are?



## Who we are?

We specialize in training & development for individuals and teams across all types of organizations, large and small, public and private, domestic and international. We run over 300 events a year, which includes public and tailored programs within organizations. We over 800 internationally-renowned presenters, trainers, consultants, industry leaders and authors as training partners. BTS can deliver an all-encompassing international training and consultancy service.



Your development. Our passion.

## Vision



Is to become the leading human development services providers in the middle east market, makes customer satisfaction is our top priority by applying quality & standard to our services, and to provide sound technical and business solutions in the form of oil and gas human resources whorled class excellence. We believe that BTS will be the choice for enhancing international certified programs in the oil & gas industry, make human resources competency assurance is the common tools for sustaining HR capabilities to overall petroleum sector.





# Mission Values

BTS will continue providing unique and high quality training, development and applied education services for both local and regional markets that meet current up-to-date market demands, the Company will keep working on adapting state-of-the-art technology, we are committed to advancing the human resource profession and energizing the capabilities of oil and gas professionals to ensure that work-force are an essential and effective partner in developing and executing organizational strategy.

BTS will work on creating an ideal career development environment for oil and gas employment and never-ending investment opportunity for its shareholders.

People are its most valuable assets, so we strive to plan, invest and measuring the return in order to assure succession of our objectives through the following:

- We are confident in our national professors and instructors
- Integration with high world class institution will make difference
- Continues improvement based on measuring the return
- Customer oriented and satisfaction who never challenges
- We value honesty and integrity in business conduct
- We value customer transparency and feedback
- Celebration of success

## Strengths and Capabilities

### Unique Training and Education Product

Since BTS was established, it considered a training & education partner for world class oil & gas institution, the company provides an international standard curriculum. Nevertheless, the company integrates and customizes additional non-standard education services as workshops, special education tools and local value-added services.

## Technical Team

As instructors are one of most important components of successful training and education business, BTS keen to selects highly technical instructors. The selection criteria were based on professional field experience, international certification, excellent teaching skills and exceptional communication abilities.

## Facilities and Resources

BTS make greatest efforts in the last two years for creating an ideal education environment in all its facilities, making its service available all the time and developing its team to cover more of the Industry demands, This resulted in different training facilities with quality education environment.





# Training Methodology

## Training Methodology

Based on adult learning principles, (BTS) learning systems uses proven, highly interactive participatory sessions and practical techniques that offer discernable behavioral change that can be applied immediately in the workplace.

To provide a constantly challenging and innovative knowledge environment, a variety of learning tools are utilized in seminar delivery.

Self-assessment tools, instruments, videos, simulations, role-plays, breakout.

Sessions, group discussions and other stimulating adult learning methodologies compliment seminar material and promote better retention of seminar content.

In order to facilitate knowledge transfer, we feel it is important to acknowledge the specific needs of adult learners.

With respect to adult learning, we feel the following principles hold true: Adults must have a reason to learn and a meaningful program - our team will work with your organization to develop the best curriculum that is applicable to your employees.

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- Adults must be involved in the learning - as such, we incorporate a high level of interactivity during delivery in order to gauge the transfer of learning .
- Adults learn by building on experience - Our facilitators are adept at incorporating examples and information so that learners will have a relevant frame of reference .
- Adults learn by doing - applicable case examples and opportunities for knowledge retention tests are incorporated into each seminar delivery .
- Adults learn in different ways and at different rates - utilizing a variety of teaching methods (accelerated learning, group work, individual exercises, encouraging participation) during delivery allows us to stay true to the content while maximizing the experience for all learners .
- Adults appreciate constructive feedback - we use facilitators who are adept at listening effectively, and who understand the psychology of evaluative and reinforcing feedback .
- Adults appreciate an informal environment - a relaxed environment created by our facilitators allow these learners to feel at ease and become more open to the learning experience .
- Adults should be treated with dignity and respect - this is a fundamental tenet that is reinforced by our program facilitator through establishing an atmosphere of mutual respect for all those involved.





# Industry Focus

## Industry Focus

### Industry Focus

Global industries such as the oil and gas industry understand the value of training and do not need to be convinced to conduct training or to train more. Lack of engagement with the formal vocational education and training (VET) sector is not necessarily a sign that these industries disdain training: the oil and gas industry spends many millions of dollars annually on training. Lack of engagement with the sector, however, may be a signal the sector might reflect on.

Workers' attitudes are Key in developing a high performance/high skill workforce. Commitment to safety, a willingness to question and to learn is attitudes required to be recruited to the oil and gas industry. They are non-negotiable. VET providers working with candidates at entry level need to understand that developing appropriate attitudes in students is as important as their acquiring specialist skill and knowledge. This adds a considerable challenge to the training task.

Competencies are more important than qualifications in the oil and gas industry because, when it comes to assigning work, competencies are the only currency. Qualifications on their own are insufficiently informative a view shared by employees and employers.

Skilled workers are different from entry-level learners in that, on the whole, they are far more confident learners and, in this industry, thrive on challenge. In a workplace that affords them the opportunities, they effectively take charge of their own learning program; they act like the autonomous professionals they are. This is a reminder that VET produces professional workers in the true sense of the word.

There is a market for assessment and recognition of competencies. The 'safety cases' which identifies major risks in a facility and outlines ways of avoiding them or dealing with them should they occur, is now in effect in the oil and gas industry. This means that evidence of workers' skill and applicable knowledge must effectively meet a legal standard, which requires expert assessment of competencies. The VET 'recognition system' (where recognition of competence is formally granted) is more important than the traditional TAFE 'training delivery system' in this industry, and is in urgent need of attention.

Finally we are keen to conceptualize the workplace as a learning environment as well as the site where products/services are created. Learning environments are characterized by the tasks people are given, the resources at their disposal to complete the tasks, and the support offered. Experience suggests that it is of real benefit for employers to envisage their workplaces in terms of this learning organization and observe the quality of the learning that emerges.





# Quality Assurance & Control



#### Quality Assurance & Control

##### Quality Policy

BTS is one of the leading companies in the training & development activities, and petroleum human resources consultation.

BTS top managements are highly committed to the quality management system effectiveness and continual improvement in compliance with the requirements of the international standard through:

- Providing services with a high quality that are satisfying the requirements, needs and expectations of the Customers
- Applying the specifications and legalizations to ensure the quality of service.
- Best utilization of resources for continually improving the business activities.
- Establishing a long term and open relationships with our customers.
- Institution of team work concept to ensure pre- service quality and on time delivery.
- Providing staff training for development of skills.



BTS has derived quality objectives, measurable and consistent with this policy which will be reviewed continually to ensure their suitability and effectiveness. The quality policy shall be communicated and understood by all employees within the organization





# Consultancy & Solution

expert potential knowledge  
Consulting  
experience professional

## COMPANY PROFILE

### Consultancy & Solution

#### Standard in-house training solution

An advertised or listed public program that you would like to run at your facility without major change for a group of your employees.

#### Customized in-house solution

An advertised public or listed program that you would like to adapt to suit your business and unique requirements

#### Modified in-house solution

A blend of consultancy and training with a requirement for an onsite and needs analysis visit to ensure that your solution is tailored from scratch, using real life examples from firsthand experience

#### Consultancy

Benefit from our exposure to and relationships with multiple organisations to help improve company or departmental performance, through the analysis of existing business problems and the development of plans for improvement. We have an enviable list of experts and an even more impressive list of clients. Get in touch today and start benefiting from the range of excellent services we provide.

For more info or to set up a meeting with a BTS Consultant [www.btsconsultant.com](http://www.btsconsultant.com)

#### Our Experts are some of the leading figures of world business and education

Highly experienced practitioners with proven track records in teaching and coaching both in the Middle East and abroad.

#### Substantial reduction of costs

In-house training is by far the most cost effective way to train your staff. Save up to 40% compared to conventional courses





# Our Clients

## COMPANY PROFILE

### Our Clients

#### Our Clients

We understand that each of our clients are different and have unique requirements when it comes to training – we also believe that quality has to come first. We worked with most leading organizations in the region, covering all aspects of development from Technical Engineering Competencies, soft skills to occupational health & safety to investment banking.

Our performance improvement interventions have been carefully tweaked and adapted over multiple projects and many years of continuous improvement. From our carefully screened instructors to our Excellent team, we have shaped a superior training product that has been privilege to share with top tier institutions all over the region.

Our clients range from the largest operators to the smallest independents, and also include contractors, service companies, interested individuals, energy ministries, government agencies and regulatory authorities.

We are particularly proud of the high incidence of repeat bookings we get from long-term clients, and the positive feedback we get from the courses. We are highly responsive in our course design, and regularly deliver customized workshops and courses to meet individual client needs.

#### Customer Focus

Our Customized Solutions advisors will put your objectives and desired outcomes at the forefront. Whatever your budget, timescale, urgency or special requirements – our customers always come first.

### Sample Of Our Clients

#### Oil & Gas



#### Oil & Gas



#### Oil & Gas





Our Major Clients



Our Major Clients





# Partners Alliance & Accreditations

## COMPANY PROFILE

### Partners Alliance & Accreditations

We Are Working With The Following International Professional Bodies:



**CILT**  
Chartered Institute of Logistics & Transport (UK)



**ASNT**  
American Society of Non Destructive Testing (USA)



**AWS**  
American Welding Society (USA)



**API**  
American Petroleum Institute (USA)



**BEAC**  
Board of Environmental, Health & Safety Auditors (USA)



**CIEH**  
Chartered Institute of Environmental Health (UK)



**ISA**  
International Society of Automation (USA)



**ISBI**  
International Society of Boiler and Pressure Vessel Inspectors (USA)



We Are Working With The Following International Professional Bodies:



**NACE**  
National Association of Corrosion Engineers (USA)



**OSHA**  
Occupational Safety and Health Administration (USA)



**SAVE**  
American Society of Value Engineering (USA)



**ITC-UNCTAD/WTO**  
International Trade Centre - United Nations Centre for Trade and Development/World Trade Organization (United Nations)



**PMI**  
Project Management Institute (USA)



**ILM**  
Institute of Leadership & Management (UK)

**NASBA**  
National Association of State Boards of Accountancy



**NEBOSH**  
The Standards of Health, Safety and Environmental Management



**IIBA**  
International Institute of Business Analysis



**IAM**  
Institute of Asset Management



**HRCI**  
HR Certification Institute

## Best Technology Solutions BTS



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