

Tactical Talent Management in the Gas and Oil Sector

Duration: 5 Days

Language: en

Course Code: CER4-11

Objective

Upon completion of this course, participants will be able to:

- Spot high-potential candidates through identification techniques.
- Use techniques and processes to align talent management and business strategy.
- Correctly use the systems to enhance and seek out new talented individuals with impressive potential.
- Ensure that your candidates achieve optimal performance at all times.
- Implement continued business growth using pipeline processes and optimising your new, high-potential candidates.
- Be the essential differentiator in succession planning.

Audience

This course is perfect for anyone responsible for managing recruitment or operational change within the oil and gas industry. It would be most beneficial for:

- HR Personnel
- Operations Managers
- Business Owners
- Directors
- Performance Managers
- Planning Managers
- Change & Control Managers
- Supervisors or Team Leaders

Training Methodology

This course uses various adult learning techniques to aid complete understanding and comprehension. Participants will receive tutorials on how to set effective SMART targets and development plans to work towards continuous improvement.
They will participate in group discussions to determine how to identify talent and motivate their workforce to aim for collective long-term goals. They will also participate in role-playing activities to handle difficult discussions and achieve the best outcome.

Summary

If you are trying to succeed in the oil and gas industry, fully exploring your strengths and weaknesses where your talents are concerned is now more important than ever. Looking at key ways to develop your skills and those of your employees will enable you to thrive in this constantly changing market.
When it comes to an organisation's fundamentals, its people are unquestionably at the heart of it. Everyone has their own unique role to fulfill, from the safe running of technical equipment to the overall handling of operational change, budget, and success planning.
During this course, you will learn to harness certain skill areas, such as innovative talent identification methods, inaugurate specific grading structures, analyse and improve competency/behavioural substructure, and spot high-potential candidates with the clinical usage of assessment procedures.
As part of this course, you will highlight essential development areas and ensure each individual gets the correct talent development. You will also discover how you can create stable growth and open up career paths for candidates with great potential.

Course Content & Outline

Section 1: Defining and Attracting Talent in the Oil and Gas Industry

- Talent leadership.
- Identifying positive talent potential.
- Understanding the depth of gas and oil demographics.
- Talent recruitment by external or internal processes.
- Workforce planning and data sources.
- The best stakeholder management strategy.

Section 2: Creating Your High-Potential Talent Pool

- The background and general scope of talent management.
- Understanding criteria of high talent or potential in the oil and gas industry.
- Identifying any talent gaps and effectively closing them.
- Ensure the criteria are right.
- Use a 9-box grid and other tools to produce a high potential/talent matrix.

Section 3: Developing Your Talent and High Potentials

- Discover high-quality development options.
- Create a constructive and quality performance discussion.
- Put together individual plans of development.
- Motivate individuals to achieve their best outcome.
- Provide coaching to ensure success is achieved.

Section 4: Retaining and Sustaining Your Talent and High Potentials

- Career support - growth assistance.
- Utilising programmes that offer development in talent.
- Essential processes on how to motivate and build talent.
- Strategies on how to gain more experience and rotate growth.
- How to create a manageable, successful talent pipeline.
- Maintaining teamwork and reducing competitive negativity.

Section 5: Handling Objections & Difficult Conversations

- Clearly identifying strengths.
- Planning for optimal success.
- Handling negotiations, salary changes, and job description amendments positively.
- SMART targets and how to set them to gain the most benefit.

- Creating independent plans to gain talent success in line with business strategy.
- Performance Improvement Plans (PIPs) and their benefits.
- How to discuss working on essential development areas.
- Explain and go over your strategies to the board.
- Reviewing and concluding any fine detail.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Energy and Oil & Gas, ILM Endorsed Courses

Tags

Talent Management, Gas Oil, Tactics, Potential

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