Strategic Talent Management in the Oil and Gas Industry Training

Description

Introduction:

Identifying, developing and retaining your talent has never been more important for the oil and gas industry with the ever changing economic market. An organisations best and most valuable asset is undoubtedly the people; as it's the people who operate the systems, the equipment and who can really make the difference between growth or failure. Losing or not being able to recruit the best talent can have a disastrous impact on an organization's growth and sustainability.

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On this training course, you will gain insight into innovative talent identification methods, develop targeted grading structures, review and develop competency / behavioural frameworks as well as how to grade and assess your talent/high potentials with the effective use of psychometric tools and other assessment methods.

In addition, you will define critical development options ensuring the correct development for talent in the organisation. You will also learn how to create sustained growth through active succession planning and strategy in order to ensure positive career paths and development for talent and high potential employees.

The training course will highlight:

- Alternative and new perspectives around talent management and high potential identification
- Methods and techniques of aligning Business Strategy and Talent Management in the complex multi-discipline Oil and Gas industry
- Appropriate process and systems to identify, develop and retain your talent and high potentials
- Pro-active development strategies to ensure your talent and high potential achieve their optimum performance
- Strategic direction to optimize your talent and high potential pipeline in your organization to provide continued sustainable growth
- Succession planning as a key differentiator in an organisations' success and how this is achieved

OBJECTIVES

In this training course, you will learn to:

- Understand the mechanisms to define talent, as well as manage your talent and high potential
- Develop key strategies to optimize your talent and high potential employees
- Engage and employ robust talent strategies within the complex multi-discipline oil and gas industry
- Produce develop effective and functional succession planning strategies
- Lead and manage OCR (Organisational Capability Review) meetings to ensure pro-active succession for sustained growth

Outlines

DAY 1

Defining and Attracting Talent in the Oil and Gas Industry

- Talent Management – Overview and Background
- Talent / High Potential – Defining the Criteria
- The Complex Dimensions of Oil and Gas Demographics
- Talent Options – Recruit External or Grow Internal
- Aligning Talent Management with Organisational Development (OD) and Business Strategy
- Utilising Workforce Planning and other Sources of Data
- Attraction Strategies – Use of Media and Other Channels

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DAY 2

Creating Your High Potential Talent Pool

- Talent Management Models, Grading and Structures
- Assessment Methods and Systems – Use of Psychometric / Behavioral / Competency Frameworks
- Conducting an Effective Talent Gap Analysis
- ABC Model of Potential – Getting the Criteria Right
- Using the 9 Box Grid, and other Methods to Create Your Talent and High Potential Matrix

DAY 3

Developing Your Talent and High Potentials

- Defining High Caliber Development Options
- Conducting an Effective Performance Discussion
- Creating Individual Development Plans
- Powerful Feedback Techniques: Motivating Individuals to Achieve Higher Potential
- Coaching for Success

DAY 4

Retaining and Sustaining Your Talent and High Potentials

- Career Paths – Guidance for Growth
- Using Mentoring Programmes to Develop and Retain Your Talent
- Reward Strategies – Intrinsic and Extrinsic Incentives to Motive Your Talent
- Managing Expectations and Delivering Workable Outcomes
- Growth Rotation Development (assignments, experience strategies)
- Creating a Sustainable Talent Pipeline

DAY 5

Strategic Succession Planning and Organisational Capability Review

- Defining Your Bench Strength
- Succession Planning and the OCR Process
- Conducting Effective Calibration Meetings
- Formulating a Strategic Talent Plan for the Organization in-line with the Business Strategy
- Communicating the Strategy to the Board and the Company
- Conclusion and Review

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