Coaching for Success in the Oil and Gas Industry Training

Description

Introduction

An effective coaching process will include a range of techniques from communication skills, counselling techniques, human psychological processes and an understanding of human development. This course will introduce participants to the core skills of Workplace Coaching and will focus on the application of these skills in the Oil and Gas Environment.

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This course will feature:

- Explore Cultural issues and Coaching
- Coaching as an essential skill for leadership success
- Practical skills workshop conducted each day where what has be learnt will be put into practice
- Developed to address the core coaching competencies needed to act as a coach in an Oil & Gas environment

Objectives

- Demonstrate coaching skills suitable for the Oil & Gas Industry
- Utilise modern coaching techniques in the workplace
- Choose the correct coaching model and techniques to get the results
- Apply motivational coaching techniques
- Prepare a coaching session suitable for use in the Oil & Gas Industry

Content

Day One

Coaching Foundation

- Distinguishing between coaching, mentoring and counselling
- How does coaching differ in the Oil & Gas Industry

- Coaching process elements and how they interrelate
- Key coaching skills
- Meeting ethical guidelines and professional standards
- Workshop: Coaching skills evaluated

Day Two

Advanced Communication for Coaching

- Understanding your personal communication style
- Asking versus telling
- Active listening & questioning techniques
- SOLER Model for coaching
- Language – verbal and non-verbal
- Workshop: Feedback with Emotional Intelligence

Day Three

Co-Creating the Relationship

- Oil & Gas Industry – Case Studies
- Motivational coaching
- The Coaching Cycle
- Preparation, Explanation, Demonstration and Imitation
- Consolidation and Review in the Cycle
- Workshop: Plan a coaching session

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Day Four

Mentoring & Coaching

- Workshop: Reviewed coaching session
- Coaching & mentoring – the differences
- Corporate mentorship programs
- Most commonly used techniques among mentors
- Career planning & Talent Management
- Workshop: Career Planning in the Oil & Gas Industry

Day Five

Facilitating Learning and Results

- Understanding human development and learning
- Learning Styles – Honey & Mumford
- Coaching Generation ‘X’ & ‘Y’
- Hofstede’s cultural dimensions
- Culture & coaching
- Coaching for success in the Oil & Gas Industry