



## Advanced Knowledge Management for the Oil & Gas Industries

**Duration:** 5 Days

**Language:** en

**Course Code:** IND01-111

### Objective

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

- Understand the best practices in recruitment for the oil and gas industries.
- See the key benefits of psychometric testing and its limitations.
- Create better performance management practices for employee retention and motivation.
- Select the best people for development from a talent management pool to secure your

business' future.

- Develop a successful assessment centre to select the right people.
- Create a strategic motivational structure that will ensure staff retention.
- Ensure training and development practices are fit for purpose and ongoing throughout the organisation to build a company vision and values.
- Improve your recruitment strategies to attract a higher calibre of candidates.
- Analyse how your succession plan affects your business and evaluate the risks throughout change implementation.

## **Audience**

This course is for anyone responsible for effective recruitment or continued motivation of employees within the gas and oil industry. It would be most beneficial for:

- HR Personnel
- Operations Managers
- Business Owners
- Project Planners
- Recruitment Professionals
- Succession Planners
- HR Business Partners
- Managing Directors
- Department Managers

## **Training Methodology**

This course uses various adult learning techniques to aid full comprehension and information retention. Participants will attend trainer-led presentations and seminars to determine all strategic aspects of talent management and employee motivation. Group activities will use motivational tools to develop structure and values within the workplace to maintain a secure and forward-thinking working environment.

## Summary

To be part of any booming or growing industry, sharing knowledge and best practices to achieve long-term goals and create motivating processes that ensure staff retention is essential.

The oil and gas industry is no different. Imparting knowledge through adequate and continuous training, fully utilising employees' key strengths, and developing practical problem-solving techniques for staff retention and recruitment is essential.

Talent and performance management will also help secure your company's future within the competitive gas and oil industries. They will allow the future generation to understand the value, safety, and risk elements of running a business and motivate people to move forward.

## Course Content & Outline

### Section 1: Knowledge Management & Benefits to the Business

- Knowledge management and why it's important.
- The 6 dimensions of knowledge implementation.
- Creating your own knowledge management strategy.
- Avoiding silos and creating partnerships.
- Vertical thinking pros and cons.
- Optimal department organisation and your personal responsibilities.

### Section 2: World-Class Recruitment Techniques

- Why recruitment is crucial.
- Developing a foolproof recruitment strategy.
- The 5 types of interviews and which would suit your business best.
- Innovative interview techniques.
- Attracting high performers.
- How to sell your business to candidates.
- Knowledge mapping - the first 4 steps.
- Assessment centre days and activities.
- Demonstrating value and what is expected.

### Section 3: Employee Retention & Motivational Techniques

- Understanding what you need from your workforce.
- Workforce differentiation and organisation.

- Talent management and motivating winners.
- Identifying poor performance using reporting styles.
- Performance scorecards.
- How to manage underperformance.
- The psychology of motivation.
- Achieving staff retention through rewarding high performance.
- Is money enough to motivate?

#### **Section 4: Psychometrics & Testing for Best Practice Methods**

- How psychometric testing works.
- The uses of psychometric testing.
- How psychometric testing can be abused.
- The Forer Effect.
- Aptitude and ability testing matrix.
- Your appraisal system and relevant upgrades.
- Your workplace culture through feedback and assessment.
- Identifying the best person to uncover potential in others.
- The cost of poor performers.

#### **Section 5: Creating Your Talent Pool for Succession Management**

- Why succession planning is an essential step.
- How to create a successful and strategic succession plan.
- Succession management vs. talent management and what you need to look out for.
- Career planning and relationship building within the business.
- Stakeholder and partnership relationship development with progressing people.
- Head hunters and their role in your business.
- Productivity and efficiency monitoring and risk factor elements.
- Developing personalised action plans with employees.
- Looking to the future and assessing current culture.

### **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.

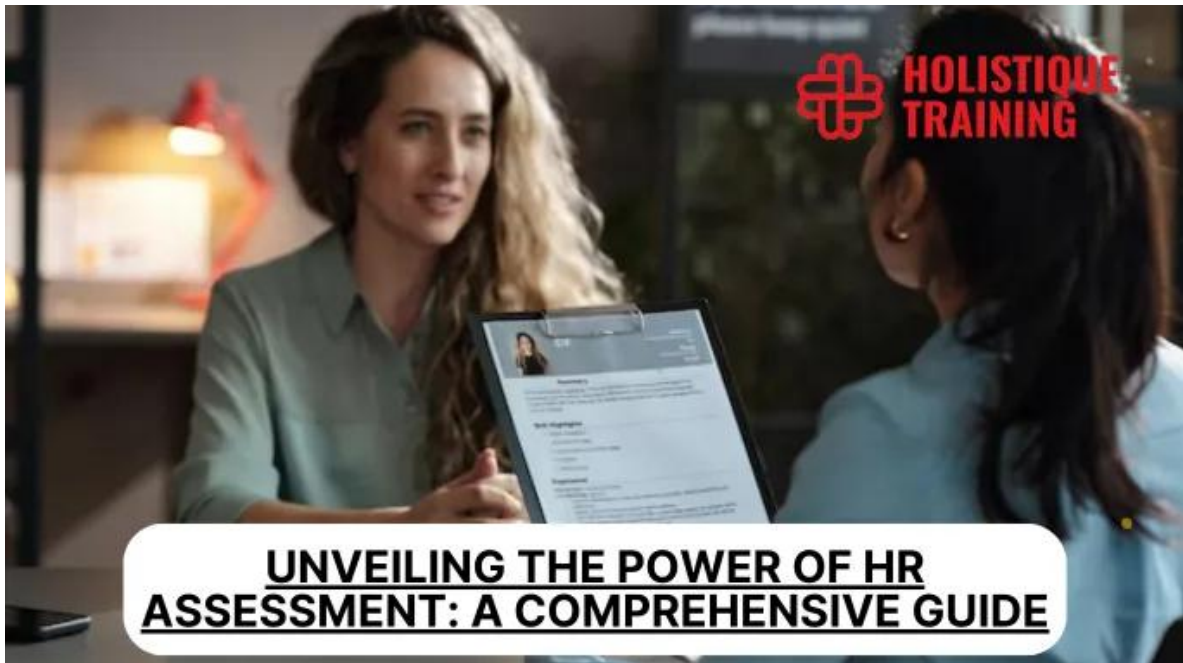
## Categories

Human Resources Management (HRM), Management & Leadership, Energy and Oil & Gas

## Tags

oil and gas, Oil & Gas, Knowledge Management, knowledge

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## YouTube Video

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