



Strategic Talent Management in the Oil and Gas Industry

Identifying, Developing and Retaining Talent for Organisational Success

07 - 11 May 2018, Houston

16 - 20 Jul 2018, Houston

09 - 13 Sep 2018, Abu Dhabi

17 - 21 Dec 2018, London

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Identifying, Developing and Retaining Talent for Organisational Success

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. This highly-interactive GLOMACS Management & Leadership training seminar will teach you the key talent management processes, systems and procedures in order to apply these in the multi-complex and diverse Oil and Gas industry.

On this GLOMACS Management & Leadership training course on Strategic Talent Management, 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 GLOMACS training seminar 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 GLOMACS training seminar, 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

Training Methodology

This GLOMACS Management & Leadership training seminar on Strategic Talent Management in the Oil and Gas Industry will combine instructor-led presentations with highly interactive case-studies, relevant and thought provoking exercises, practical demonstrations and facilitated discussions. Delegates will be encouraged to participate actively in relating the principles of talent management and high potential development to the particular needs of their workplace.

Organisational Impact

Leaders and managers of talent within their organization:

- Have the ability to understand and relate to people in the organization
- Provide the mechanism for sustainable growth of the business
- Possess the skills and development aptitude to ensure the growth of individuals to achieve their maximum potential
- Create and drive the strategy to make individuals and the organisation outstanding

Personal Impact

This GLOMACS training seminar teaches the competencies that enable leaders to:

- Identify, develop and retain high potential and talented people
- Understand and formulate higher level strategy to drive their organisation's growth
- Analyse complex personal data, models and theories using subjective and objective processes
- Improve their ability to communicate, influence and work with others
- Build and effectively develop better people in a sustainable way

Who Should Attend?

This GLOMACS Management & Leadership training seminar on Strategic Talent Management will greatly benefit individuals, aligned to the identification, development and retention of talent and high potential people in the business, including:

- HR / L&D / Talent Professionals
- Training Managers
- OD Specialists
- Recruitment Officers and Managers
- Retention / Compensation Personnel
- Those who wish to develop their leadership knowledge and skills in strategically managing, developing and retaining talent and high potential people

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

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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Code	Date	Venue	Fees
MG141	07 - 11 May 2018	Houston	\$6,950
MG141	16 - 20 Jul 2018	Houston	\$6,950
MG141	09 - 13 Sep 2018	Abu Dhabi	\$5,500
MG141	17 - 21 Dec 2018	London	\$5,500

REGISTRATION DETAILS

LAST NAME: _____
FIRST NAME: _____
DESIGNATION: _____
COMPANY: _____
ADDRESS: _____
CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

AUTHORISATION DETAILS

AUTHORISED BY: _____
DESIGNATION: _____
COMPANY: _____
ADDRESS: _____
CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

PAYMENT DETAILS

- Please invoice my company
 Cheque payable to GLOMACS
 Please invoice me

CERTIFICATION

Successful participants will receive GLOMACS' Certificate of Completion

4 WAYS TO REGISTER

Tel: +971 (04) 425 0700
Fax: +971 (04) 425 0701
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Website: www.glomacs.com

TERMS AND CONDITIONS

- Fees - Each fee is inclusive of Documentation, Lunch and refreshments served during the entire seminar.
- Mode of Payment - The delegate has the option to pay the course fee directly or request to send an invoice to his/her company/ sponsor. Credit card and cheque payments are both acceptable.
- Cancellation / Substitution - Request for seminar cancellation must be made in writing & received three (3) weeks prior to the seminar date. A US\$ 250.00 processing fee will be charged per delegate for each cancellation. Thereafter, we regret that we are unable to refund any fees due, although in such cases we would be happy to welcome a colleague who would substitute for you.
- Hotel Accommodation - is not included in the course fee. A reduced corporate rate and a limited number of rooms may be available for attendees wishing to stay at the hotel venue. Requests for hotel reservations should be made at least three (3) weeks prior to the commencement of the seminar. All hotel accommodation is strictly subject to availability and terms and conditions imposed by the hotel will apply.
- Attendance Certificate - a certificate of attendance will only be awarded to those delegates who successfully completed/ attended the entire seminar including the awarding of applicable Continuing Professional Education Units/Hours.
- Force Majeure - any circumstances beyond the control of the Company may necessitate postponement, change of seminar venue or substitution of assigned Instructor. The Company reserves the right to exercise this clause and implement such amendments.
- Fair Access / Equal Opportunities - In the provision of its services as a world-class Training Provider, the Company is committed to provide fair access / equal opportunities throughout the delivery of its courses and assessment leading to the completion of training seminars, or 3rd party qualifications/certifications.

