MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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CAREER DEVELOPMENT AND COMPETENCY TRAINING FOR THE OIL AND GAS INDUSTRY

"Equipping Oil & Gas Professionals with the Skills, Standards, and Strategies to Advance Their Careers"

Schedule

Date	Venue	Fees (Face-to-Face)
06 – 10 Apr 2026	London, UK	USD 3495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

The oil and gas industry faces evolving challenges, from technological disruption and environmental regulation to workforce transitions and global competition. To succeed, professionals must continuously develop their skills and demonstrate competency across technical, managerial, and safety domains.

This comprehensive course focuses on career development and competency management tailored specifically to the oil and gas sector. Participants will explore structured career pathways, industry competency frameworks, leadership development, and personal branding—empowering them to grow professionally and contribute more effectively to organizational performance.

Objectives

By the end of this course, participants will be able to:

- Understand the core and role-specific competencies required in the oil & gas industry
- Design personal development plans aligned with career goals and industry needs
- Apply competency frameworks and assessment tools used by major energy companies
- Enhance communication, leadership, and decision-making skills for career advancement
- Build resilience and agility to manage career transitions in a dynamic industry

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Why Attend

- Map your career growth using globally recognized oil & gas competency models
- Gain clarity on required technical, behavioral, and managerial skills
- Learn how to identify skill gaps and pursue targeted development
- Understand how major companies assess, promote, and retain talent
- Position yourself for success through strategic personal branding

Target Audience

This program is designed for:

- Early- and mid-career professionals in oil & gas operations, engineering, and support functions
- Talent development, HR, and training managers
- Technical specialists seeking cross-functional advancement
- New managers and team leads
- Graduates or young professionals seeking structured career pathways

Individual Benefits

Key competencies that will be developed include:

- Personal development planning and goal setting
- Competency gap analysis and career alignment
- Communication, leadership, and teamwork skills
- Self-assessment, feedback, and personal branding techniques
- Career agility and transition planning

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger career ownership and engagement among employees
- Improved workforce capability through targeted development
- Enhanced talent retention and leadership pipeline strength
- Alignment of individual growth with business objectives
- Support for competency-based training and promotion systems

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – Global oil & gas competency models (e.g., OPITO, IOGP, API RP 75)
- Case Studies – Talent development practices from top energy companies
- Workshops – Competency mapping, development plans, feedback exercises
- Peer Exchange – Group discussion on career goals and challenges
- Tools – Templates for IDPs, competency matrices, and self-assessment checklists

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Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Foundations of Career Planning in Oil & Gas

- Module 1: Understanding Oil & Gas Career Structures (07:30 – 09:30) • Upstream, midstream, and downstream functional roles
- Module 2: Competency Models and Frameworks (09:45 – 11:15) • OPITO, API, IOGP, internal corporate models
- Module 3: Industry Expectations at Each Career Stage (11:30 – 01:00) • Junior, specialist, team leader, and managerial transitions
- Module 4: Workshop – Self-Assessment of Current Competencies (02:00 – 03:30) • Identify gaps and strengths using sample competency matrix

Day 2: Building a Personal Development Strategy

- Module 1: Setting Career Goals and Milestones (07:30 – 09:30) • Short-, medium-, and long-term development plans
- Module 2: Crafting an Individual Development Plan (IDP) (09:45 – 11:15) • Training, assignments, mentoring, and certification paths
- Module 3: Soft Skills for Professional Growth (11:30 – 01:00) • Emotional intelligence, collaboration, influence
- Module 4: Workshop – Build Your IDP (02:00 – 03:30) • Create a development plan aligned with industry standards

Day 3: Competency Assessment and Talent Development Systems

- Module 1: Competency-Based Training and Evaluation (07:30 – 09:30) • Behavioral indicators, portfolios, peer reviews
- Module 2: How Organizations Assess and Promote Talent (09:45 – 11:15) • Appraisals, promotion panels, talent pools
- Module 3: Building a Learning Culture in Technical Teams (11:30 – 01:00) • Mentoring, knowledge sharing, continuous learning
- Module 4: Workshop – Simulate a Talent Review Meeting (02:00 – 03:30) • Analyze mock employee profiles and promotion cases

Day 4: Communication, Leadership, and Influence

- Module 1: Communication for Career Success (07:30 – 09:30) • Presentations, written communication, email tone
- Module 2: Personal Leadership in Technical Roles (09:45 – 11:15) • Taking initiative, influencing without authority
- Module 3: Building a Personal Brand in Oil & Gas (11:30 – 01:00) • Reputation, visibility, and credibility management
- Module 4: Workshop – Career Storytelling Exercise (02:00 – 03:30) • Craft and present a compelling personal elevator pitch

Day 5: Agility, Transition, and Certification

- Module 1: Managing Career Transitions and Industry Change (07:30 – 09:30) • Dealing with layoffs, shifting roles, and new geographies
- Module 2: Final Case Study – Career Scenario Planning (09:45 – 11:15) • Develop a plan to respond to a simulated career challenge
- Module 3: Final Presentations and Peer Feedback (11:30 – 01:00) • Participants present development strategies and receive feedback
- Module 4: Wrap-Up and Certification (02:00 – 03:30) • Course summary, Q&A, and certificate distribution

Certification

Participants will receive a Certificate of Completion in Career Development and Competency Training for the Oil and Gas Industry, validating their ability to plan, manage, and grow their careers within the global energy sector using structured frameworks and personal development strategies.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

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