MAWA EVENTS

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

Phone: +601116373203 | **Email:** info@mawaevents.net

MANAGING HUMAN CAPITAL IN THE OIL, GAS & PETROCHEMICAL INDUSTRY

""Building Resilient, Skilled and Compliant Workforces in a High-Risk Sector""

Schedule

Date	Venue	Fees
09 – 10 Aug 2026	Doha, Qatar	USD 1995 per delegate

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

Introduction

The oil, gas, and petrochemical industry faces unique human capital challenges—from managing a multigenerational and multinational workforce to ensuring compliance with safety, environmental, and labor regulations. Talent development, performance management, and workforce planning are essential for operational excellence and business sustainability in this sector.

This 2-day intensive course provides HR and operations leaders with practical strategies to manage human capital effectively in high-risk, capital-intensive environments. Participants will explore industry-specific HR frameworks, retention strategies, and workforce capability-building practices designed to align people with performance and safety objectives

Objectives

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

- Understand the HR challenges specific to the oil, gas & petrochemical sectors
- Design human capital strategies that support safety, compliance, and efficiency
- Apply workforce planning, recruitment, and succession strategies
- Improve employee engagement, training, and performance management
- Align human capital KPIs with operational and strategic goals

MAWA EVENTS

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

Phone: +601116373203 | **Email:** info@mawaevents.net

Why Attend

- Tailor your HR practices to the needs of complex industrial environments
- Mitigate workforce risks including attrition, competency gaps, and compliance breaches
- Strengthen talent pipelines and leadership readiness
- Optimize workforce productivity through targeted HR interventions
- Leverage HR data for informed decision-making and strategic alignment

Target Audience

This program is designed for:

- HR directors, managers, and business partners in the energy sector
- Talent acquisition and workforce planning professionals
- Learning & development and performance management teams
- HSE and operations managers responsible for workforce compliance
- Senior leaders managing plant, offshore, or project-based personnel

Individual Benefits

Key competencies that will be developed include:

- Human capital planning in high-risk environments
- Industry-specific talent acquisition and retention strategies
- Performance metrics and training alignment
- Cross-cultural and multigenerational workforce management
- Succession planning and capability development

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved alignment between workforce capabilities and business strategy
- Strengthened compliance with labor, safety, and skills regulations
- Greater employee engagement and reduced turnover
- Enhanced resilience during industry cycles and operational disruptions
- A strategic, data-informed HR approach to managing human capital

Instructional Methodology

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

- Strategy Briefings – Sector-specific HR risks, regulations, and performance drivers
- Case Studies – Talent management in oil, gas & petrochemical settings
- Workshops – Competency mapping, workforce planning, and KPI development
- Peer Exchange – Sector HR benchmarking and challenge-sharing
- Tools – HR scorecards, compliance checklists, and strategic templates

MAWA EVENTS

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

Phone: +601116373203 | **Email:** info@mawaevents.net

Course Outline

Training Hours: 07:30 AM – 03:30 PM Daily Format: 3 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 – 02:00

Day 1: Strategic Human Capital Management in High-Risk Industries

- Module 1: HR Realities in the Oil & Gas Sector (07:30 – 09:30) • Workforce volatility, project-based employment, and HSE alignment
- Module 2: Workforce Planning and Talent Acquisition (09:45 – 11:15) • Skills forecasting, expatriate management, and localization policies
- Module 3: Workshop – Create a Human Capital Strategy Map (11:30 – 01:00) • Align HR goals with operational outcomes

Day 2: Talent Development, Performance & Compliance

- Module 4: Learning, Development, and Knowledge Transfer (07:30 – 09:30) • Training ROI, mentoring, and safety-critical competencies
- Module 5: Performance Management and Retention (09:45 – 11:15) • KPIs, career pathways, and engagement in remote/rotational settings
- Module 6: Workshop – Develop a Compliance-Linked HR Scorecard (11:30 – 01:00) • Linking workforce metrics to legal and strategic outcomes

Certification

Participants will receive a Certificate of Completion in Managing Human Capital in the Oil, Gas & Petrochemical Industry, recognizing their ability to apply HR best practices within energy and high-risk industrial environments.

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.

In-House / Customized Training Interested in running this course for your team? Please contact us:	TEL: **+601116373203**	EMAIL: **info@mawaevents.net**

Follow us: **Facebook** **Twitter** **YouTube** **LinkedIn** **Instagram**

© Material published by MAWA Events shown here is copyrighted. All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.