MAWA EVENTS

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

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

A 10-DAY MINI-MBA FOR HR / L&D PROFESSIONALS IN THE OIL, GAS & PETRO-CHEMICAL INDUSTRIES

"Empowering HR and L&D Leaders with Strategic, Financial, and Operational MBA Insights Tailored for the Energy Sector"

Schedule

Date	Venue	Fees (Face-to-Face)
18 – 29 May 2026	Istanbul, Turkey	USD 6990 per delegate

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

Introduction

In today's rapidly evolving energy sector, HR and L&D professionals are required to deliver not only people management expertise but also strategic business acumen. This 10-day Mini-MBA program is designed to bridge the gap between traditional HR functions and the comprehensive business strategy demanded by the oil, gas, and petro-chemical industries.

Through a blend of interactive lectures, case studies, and hands-on workshops, participants will gain robust insights into financial management, strategic planning, leadership, and digital transformation—specifically curated for HR and L&D roles in the energy sector.

Objectives

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

- Integrate core business and management principles into HR/L&D practices
- Analyze and interpret financial data to drive HR strategy
- Design innovative talent development and learning initiatives
- Lead organizational change and foster a culture of continuous improvement
- Apply strategic decision-making techniques in complex energy sector environments

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Why Attend

- Acquire mini-MBA level insights tailored for HR and L&D within the energy industry
- Enhance your strategic and financial decision-making skills
- Learn from industry case studies and best practices across global energy markets
- Expand your leadership capabilities and drive organizational transformation
- Network with peers and experts who face similar industry challenges

Target Audience

This program is designed for:

- Senior HR professionals and L&D leaders
- Talent management, organizational development, and training managers
- HR business partners and change agents in the energy sector
- Professionals aspiring to strategic leadership roles
- Consultants supporting HR transformation in oil, gas, and petro-chemical industries

Individual Benefits

Key competencies that will be developed include:

- Strategic business thinking and HR financial literacy
- Advanced leadership and change management techniques
- Innovative talent development and learning solution design
- Data-driven decision-making using people analytics
- Enhanced communication and stakeholder management skills

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved alignment between HR strategy and overall business goals
- Enhanced capability to drive performance through people development
- Increased organizational agility and responsiveness in a competitive market
- Strengthened leadership pipeline and talent retention in the energy sector
- Greater ROI on HR initiatives through strategic planning and execution

Instructional Methodology

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

- Strategic Briefings – Core business and management concepts
- Case Studies – Industry-specific challenges and success stories
- Workshops – Hands-on exercises with real-world data and scenarios
- Peer Exchange – Group discussions, role-plays, and collaborative projects
- Toolkits – Templates, financial models, and strategic planning frameworks

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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 Business Management for HR

- Module 1: Welcome & Course Overview (07:30 – 09:30) • Course objectives and expected outcomes • Overview of the energy sector and HR challenges • Interactive ice-breaker and networking session
- Module 2: Business Strategy Essentials (09:45 – 11:15) • Core principles of business strategy • Strategic positioning in the energy industry • Aligning HR objectives with business goals
- Module 3: Introduction to Financial Management (11:30 – 01:00) • Basic financial concepts and statements • Key performance indicators and ROI for HR initiatives • Understanding budgeting and cost control
- Module 4: Workshop – Strategic Analysis Exercise (02:00 – 03:30) • Group activity to analyze a case study from the energy sector

Day 2: Financial Acumen for HR Leaders

- Module 5: Advanced Financial Literacy for Non-Financial Managers (07:30 – 09:30) • Financial ratios, cash flow analysis, and budgeting basics • Applying financial metrics to HR projects • Interpreting financial reports for strategic decisions
- Module 6: Cost-Benefit Analysis in HR (09:45 – 11:15) • Tools for evaluating HR investments • Case examples from oil, gas, and petro-chemical projects • Building a business case for L&D initiatives
- Module 7: Workshop – Build Your HR Budget (11:30 – 01:00) • Hands-on session using financial models and templates • Group presentations and peer feedback
- Module 8: Interactive Q&A and Discussion (02:00 – 03:30) • Review of key financial concepts • Addressing participant challenges and queries

Day 3: Strategic HR & Talent Management

- Module 9: Modern Talent Management Strategies (07:30 – 09:30) • Redefining talent in a competitive energy market • Attraction, development, and retention strategies • Best practices and case studies
- Module 10: Succession Planning and Leadership Development (09:45 – 11:15) • Techniques for building robust leadership pipelines • Integrating succession planning into HR strategy • Measuring leadership effectiveness
- Module 11: Workshop – Talent Strategy Simulation (11:30 – 01:00) • Design a talent management plan for an energy firm • Group analysis and strategy refinement
- Module 12: Peer Exchange – Sharing Best Practices (02:00 – 03:30) • Discussion of challenges in talent management • Networking and solution brainstorming

Day 4: Learning & Development Strategy

- Module 13: Designing Effective L&D Programs (07:30 – 09:30) • Principles of instructional design and adult learning • Aligning L&D with business outcomes • Case studies of successful L&D interventions
- Module 14: Digital Learning & E-Learning Trends (09:45 – 11:15) • Leveraging technology for scalable training • Insights into LMS, mobile learning, and virtual classrooms • Future trends in digital HR development
- Module 15: Workshop – Develop a Mini-L&D Initiative (11:30 – 01:00) • Group exercise to design a digital training module • Peer review and improvement session
- Module 16: Interactive Q&A and Reflection (02:00 – 03:30) • Addressing implementation challenges • Sharing experiences and innovative ideas

Day 5: Leadership and Change Management

- Module 17: Fundamentals of Leadership in HR (07:30 – 09:30) • Leadership styles and their impact on organizational culture • Developing emotional intelligence and resilience • Reflective leadership exercises
- Module 18: Change Management Strategies (09:45 – 11:15) • Managing transformational change in complex organizations • Tools for effective communication and stakeholder buy-in • Case studies of successful change initiatives
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Module 19: Workshop – Plan a Change Initiative (11:30 – 01:00) • Developing a change management plan for an HR project • Group presentations and action planning

- Module 20: Peer Exchange – Leadership Roundtable (02:00 – 03:30) • Interactive discussion on personal leadership challenges • Sharing insights and future commitments

Day 6: Industry-Specific HR Challenges in Energy

- Module 21: Overview of the Oil, Gas & Petro-Chemical Sectors (07:30 – 09:30) • Industry structure, market dynamics, and regulatory environment • Key HR challenges unique to the energy sector • Impact of global trends on workforce management
- Module 22: Workforce Planning and Global Mobility (09:45 – 11:15) • Managing talent in multinational energy companies • Strategies for cross-border recruitment and expatriate management • Legal and cultural considerations
- Module 23: Workshop – Industry Analysis (11:30 – 01:00) • Group research and presentation on HR trends in energy • Discussion on adapting best practices
- Module 24: Interactive Discussion and Q&A (02:00 – 03:30) • Review of industry insights • Addressing participant questions and experiences

Day 7: People Analytics and Digital Transformation in HR

- Module 25: Introduction to People Analytics (07:30 – 09:30) • Data-driven decision-making in HR • Key metrics for workforce analysis • Tools and techniques for analytics
- Module 26: Digital Transformation in HR (09:45 – 11:15) • Leveraging technology to enhance HR functions • Trends in AI, automation, and cloud-based HRIS • Case studies from leading energy firms
- Module 27: Workshop – Build an HR Dashboard (11:30 – 01:00) • Hands-on session with analytic tools and templates • Interpreting and presenting HR data
- Module 28: Peer Discussion and Best Practices (02:00 – 03:30) • Sharing digital transformation strategies • Feedback and collaborative problem-solving

Day 8: Performance Management & Reward Systems

- Module 29: Designing Effective Performance Appraisals (07:30 – 09:30) • Modern performance management systems • Setting KPIs aligned with strategic goals • Implementing feedback mechanisms
- Module 30: Compensation, Benefits & Incentives (09:45 – 11:15) • Strategies for competitive reward systems • Linking performance to compensation • Trends in variable pay and non-monetary rewards
- Module 31: Workshop – Develop a Performance Framework (11:30 – 01:00) • Hands-on design of performance metrics for an energy firm • Group presentations and analysis
- Module 32: Q&A and Reflection Session (02:00 – 03:30) • Discussion of real-life challenges in performance management • Tips and best practices

Day 9: Strategic Communication, Negotiation & Conflict Resolution

- Module 33: Effective Communication in HR (07:30 – 09:30) • Communication strategies for diverse teams • Tools for persuasive and clear messaging • Case studies in internal communications
- Module 34: Negotiation Skills for HR Leaders (09:45 – 11:15) • Techniques for successful negotiation with stakeholders • Strategies for conflict resolution and consensus building • Role-play exercises for practical learning
- Module 35: Workshop – Simulation of a Negotiation Scenario (11:30 – 01:00) • Group negotiation role-play based on a case study • Feedback and improvement discussion
- Module 36: Peer Exchange – Sharing Conflict Resolution Strategies (02:00 – 03:30) • Interactive session on managing difficult conversations • Sharing personal experiences and best practices

Day 10: Capstone Project and MBA Wrap-Up

- Module 37: Integrative Case Study: Strategic HR Action Plan (07:30 – 09:30) • Group work to develop a comprehensive HR strategic plan • Analysis of real-world challenges in the energy sector • Integration of financial, talent, and digital components
- Module 38: Presentation of Capstone Projects (09:45 – 11:15) • Group presentations and peer evaluation • Feedback from

facilitators and industry experts

- Module 39: Personal Development & Action Planning (11:30 – 01:00) • Reflecting on key learnings and career implications • Development of an individualized action plan for implementation • Setting future learning and leadership goals
- Module 40: Course Wrap-Up, Certificates & Closing Remarks (02:00 – 03:30) • Final Q&A, summary of learnings, and celebration • Distribution of certificates • Networking and next steps

Certification

Participants will receive a Certificate of Completion for the 10-Day Mini-MBA for HR / L&D Professionals in the Oil, Gas & Petro-Chemical Industries, validating their mastery of strategic management, financial acumen, leadership, and HR transformation tailored specifically to the unique challenges of the energy sector.

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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