

TRAINING MANAGEMENT AND ORGANISATIONAL LEARNING FOR OIL AND GAS INDUSTRIES

“Build a Learning Organization That Powers Performance and Safety in the Energy Sector”

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

Introduction

In the oil and gas industry, knowledge, skills, and operational excellence are critical to maintaining safety, efficiency, and competitiveness. Rapid technological advances, evolving regulations, and complex project environments demand a workforce that continuously learns and adapts.

Training Management and Organisational Learning for Oil and Gas Industries is a specialized program designed to strengthen the capacity of HR, training, and operations professionals to plan, implement, and evaluate training strategies that drive organizational performance.

This course equips participants with the tools and frameworks to build effective learning systems, align training with business objectives, and measure learning impact — ensuring that training investments lead to tangible improvements in productivity, safety, and innovation.

Objectives

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

- Understand the strategic importance of training and learning in the oil and gas sector.
- Design and manage competency-based training systems.
- Align learning and development (L&D) strategies with business and safety goals.
- Apply the training cycle: needs analysis, design, delivery, and evaluation.
- Implement learning management systems and knowledge-sharing platforms.
- Evaluate training ROI and measure learning effectiveness.
- Foster a culture of continuous improvement and organizational learning.
- Manage vendor relationships, budgets, and compliance in training operations.

Why Attend

Training and learning are vital to operational excellence in oil and gas, where human performance directly affects safety, cost efficiency, and reliability. This course bridges HR development with technical operations, empowering you to lead a structured, data-driven training function.

By attending, you will gain the skills to design strategic learning programs, manage industry-specific training challenges, and embed a learning culture that supports innovation and sustainable success in your organization.

Target Audience

This course is ideal for:

- Training and Development Managers
- HR and Learning Specialists
- Competency and Workforce Development Coordinators
- Operations and HSE Managers
- Technical Training Supervisors
- Talent and Capability Development Professionals
- Anyone responsible for training and learning in the oil and gas industry

Individual Benefits

- Gain expertise in managing large-scale, competency-based training programs.
- Learn to align training strategies with organizational and safety goals.
- Improve your ability to evaluate and report training ROI and effectiveness.
- Build skills in instructional design and learning technology adoption.
- Enhance your leadership capacity in driving organizational learning.
- Strengthen your career prospects within the oil and gas L&D field.

Organizational Benefits

- Build a skilled, competent, and safety-focused workforce.
- Improve operational performance and reduce incidents through better training.
- Align learning initiatives with strategic business and production goals.
- Enhance compliance with international standards and regulatory requirements.
- Foster knowledge sharing and retention across departments and generations.
- Increase training ROI and reduce duplication of learning efforts.

Instructional Methodology

The course applies a blended learning and practical approach, including:

- Case studies from global oil and gas organizations
- Interactive workshops and group projects
- Competency mapping and training needs analysis exercises
- ROI measurement simulations and evaluation frameworks
- Discussions on digital learning tools and best practices
- Expert-led presentations and peer knowledge exchange

Course Outline

- Module 1: The Role of Training and Learning in the Oil and Gas Industry
- Module 2: Strategic Training Management and Business Alignment
- Module 3: Conducting Training Needs and Competency Gap Analysis
- Module 4: Designing Effective Technical and Soft Skills Programs
- Module 5: Training Delivery: Internal, External, and Digital Options
- Module 6: Evaluation and ROI of Training Programs (Kirkpatrick, Phillips Models)
- Module 7: Knowledge Management and Organizational Learning Systems
- Module 8: Compliance, Safety, and Certification Training Requirements
- Module 9: Managing Training Budgets, Resources, and Vendors
- Module 10: Building a Learning Culture for Continuous Improvement

Certification

Upon successful completion, participants will receive a Certificate in Training Management and Organisational Learning for Oil and Gas Industries, signifying their ability to design, implement, and manage impactful training systems that enhance workforce capability, safety, and organizational performance in 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.

In-House / Customized Training

Interested in running this course for your team?

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