



**SCANDINAVIAN ACADEMY**  
For Training and Development

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# Course: Training Management & Organisational Learning for Oil & Gas Industries

| Code | City            | hotel         | Start      | End        | price  | Hours |
|------|-----------------|---------------|------------|------------|--------|-------|
| 389  | Warsaw (Poland) | Hotel Meeting | 2024-09-16 | 2024-09-20 | 4950 € |       |

## Why Choose this Course?

Organisational learning is a characteristic of an organization that is able to predict changes in signals from its environment (both internal and external) and adapt accordingly. Organisational learning and the learning organisation has flourished and been defined in a wide range of literature. It is part of the discipline of Organisational Development (OD).

Training management is about positioning training at the core of what you do. It is about becoming a 'Learning Organisation'. This programme will introduce participants to Organisational Learning & Training Management for Oil & Gas Industries

- Learn about organisational learning as a key management process
- Understand the application of training management in your organisation
  - Becoming a learning organisation
  - There will be a practical workshops/exercises each day where what has be learnt will be put into practice
  - The programme has been developed to address the special needs of the Oil and Gas environment

## What are the Goals?

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



- Demonstrate and understanding of Organisational Learning theory
- Explain the concept of effective Training Management
- Utilise the skills of OD for Organisational Learning & Training Management
- Apply appropriate skills for developing a learning organisation
- Develop training suitable for the in the oil and gas sector

## **Who is this Course for?**

**This course is suitable for anyone who wishes to develop their skills in Organisational Learning & Training Management. In particular this course would suit:**

- Managers, Supervisors and Leaders in the Oil & Gas Industry
- Anyone involved in learning & development, training or talent management
- Human Resource (HR) personnel at all levels
- Occupational health & safety personnel
- Anyone concerned with organisational learning

## **How will this be Presented?**

This Course will be presented in a highly collaborative presentation style. Individual and group activities will intersperse the sessions. DVD presentations will highlight the teaching. A variety of Practical Sessions and Role Plays and group interaction are programmed into this Course.

## **Table eManual**

The innovative feature of this course is your Tablet eManual. This course utilises the latest technology to offer thru the use of a Tablet Computer which you can keep after the course.



## **Your Tablet eManual is loaded with:**

- Course manual
- PowerPoint slides
- Course handouts and exercises
- Interesting articles for further reading
- Short videos and relevant links used in the course
- Photos taken during the course

## **Daily Topics**

### **Day One**

#### **Organisational Learning Explored**

- The concept of learning
- How does learning differ in the Oil & Gas Industry
- Behavioural and other psychological theories
- Implications of organisational learning practices
- The idea of organisational learning
- Redefining organisational learning

### **Day Two**

#### **Training Management Explored**

- Managing the training function strategically
- Training in the Oil & Gas sector
- The importance of cost-benefit & ROI
- The concept of talent management



- Differentiating succession management & talent management
- Nationalisation issues

## **Day Three**

### **Leading Organisation Change**

- An experience of change
- Change at the team level
- Change at the organisational level
- Key drivers of change
- Change management
- Case Studies of change management in the Oil & Gas Industry

## **Day Four**

### **Organisational Development (OD) Explored**

- History of OD
- Organisational development today
- Maslow and Herzberg & The Hawthorne effect
- Case studies: Putting OD into practice
- Diagnostic tools for OD
- Organisational Structures

## **Day Five**

### **Becoming a Learning Organisation**

- Understanding the learning organisation



- Characteristics of a learning organisation
- Are you ready to change?
- Benefits and barriers
- The Fifth Discipline
- Personal action planning



**The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:**

• **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

• **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

• **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

• **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

• **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

• **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

• **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

• **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

• **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

• **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include buffet sessions for light meals during lectures.