



Human Resource & Training



SCANDINAVIAN ACADEMY
Training and Development



Course: Coaching for Success in the Oil & Gas Industry

Code	City	hotel	Start	End	price	Hours
471	Tbilisi (Georgia)	Hotel Meeting Room	2024-05-27	2024-05-31	4950 €	25

Why Choose this Course?

An effective coaching process will include a range of techniques from communication skills, counselling techniques, human psychological processes and an understanding of human development. This course will introduce participants to the core skills of Workplace Coaching and will focus on the application of these skills in the Oil and Gas Environment.

This course will feature:

- Explore Cultural issues and Coaching
- Coaching as an essential skill for leadership success
- Practical skills workshop conducted each day where what has be learnt will be put into practice
- Developed to address the core coaching competencies needed to act as a coach in an Oil & Gas environment

What are the Goals?

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

- Demonstrate coaching skills suitable for the Oil & Gas Industry
- Utilise modern coaching techniques in the workplace
- Choose the correct coaching model and techniques to get the results



- Apply motivational coaching techniques
- Prepare a coaching session suitable for use in the Oil & Gas Industry

Who is this Course for?

This course is suitable for anyone who wishes to develop their skills in coaching others. Participants would be expected to have competence in communication skills, though these will be further developed in this course.

In particular this course would suit:

- Managers, Supervisors and Team Leaders in the Oil & Gas Industry
- Human Resource (HR) personnel
- People who need to coach others in their day-to-day work
- Anyone involved in learning & development or talent management

How will this be Presented?

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

The Course Content

Day One

Coaching Foundation

- Distinguishing between coaching, mentoring and counselling
- How does coaching differ in the Oil & Gas Industry



- Coaching process elements and how they interrelate
- Key coaching skills
- Meeting ethical guidelines and professional standards
- Workshop: Coaching skills evaluated

Day Two

Advanced Communication for Coaching

- Understanding your personal communication style
- Asking versus telling
- Active listening & questioning techniques
- SOLER Model for coaching
- Language - verbal and non-verbal
- Workshop: Feedback with Emotional Intelligence

Day Three

Co-Creating the Relationship

- Oil & Gas Industry - Case Studies



- Motivational coaching
- The Coaching Cycle
- Preparation, Explanation, Demonstration and Imitation
- Consolidation and Review in the Cycle
- Workshop: Plan a coaching session

Day Four

Mentoring & Coaching

- Workshop: Reviewed coaching session
- Coaching & mentoring - the differences
- Corporate mentorship programs
- Most commonly used techniques among mentors
- Career planning & Talent Management
- Workshop: Career Planning in the Oil & Gas Industry

Day Five

Facilitating Learning and Results



- Understanding human development and learning
- Learning Styles - Honey & Mumford
- Coaching Generation 'X' & 'Y'
- Hofstede's cultural dimensions
- Culture & coaching
- Coaching for success in the Oil & Gas Industry



The Scandinavian Academy 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.