Management & leadership · ML101

Strategic Talent Management in the Oil and Gas Industry

Milan (Italy) · 28 Dec 2026 - 1 Jan 2027

Date	Venue	Duration
28 Dec 2026 - 1 Jan 2027	**Milan (Italy)**	**1 Week**
Fee	Ref	Language
£5,250 GBP	**ML101**	**English**

Introduction

With the ever-changing economic market, identifying, developing, and retaining talent has never been more important for the oil and gas industry. People are an organization's best and most valuable asset, as they operate the systems and equipment and can truly make the difference between growth and failure. Losing or failing to recruit the best talent can have disastrous consequences for an organization's growth and sustainability.

This highly interactive course will teach you how to apply key talent management processes, systems, and procedures in the multi-complex and diverse Oil and Gas industry.

In this course, you will learn about innovative talent identification methods, how to create targeted grading structures, how to review and develop competency / behavioral frameworks, and how to grade and assess your talent/high potential using psychometric tools and other assessment methods. Furthermore, you will define critical development options to ensure the proper development of talent in the organization. You will also learn how to ensure positive career paths and development for talented and high-potential employees by implementing active succession planning and strategy.

The course will focus on:

- Alternative and new perspectives around talent management and high-potential identification
- Methods and techniques of aligning Business Strategy and Talent Management in the complex multi-discipline Oil and Gas industry
- Appropriate processes and systems to identify, develop and retain your talent and high potential
- Pro-active development strategies to ensure your talent and high potential achieve their optimum performance
- Strategic direction to optimize your talent and high potential pipeline in your organization to provide continued sustainable growth
- Succession planning as a key differentiator in an organization’s success and how this is achieved

Course Objectives of Strategic Talent Management in the Oil and Gas Industry

In this course, you will learn to:

- Understand the mechanisms to define talent, as well as manage your talent and high potential
- Develop key strategies to optimize your talent and high potential employees
- Engage and employ robust talent strategies within the complex multi-discipline oil and gas industry
- Produce develop effective and functional succession planning strategies
- Lead and manage OCR (Organizational Capability Review) meetings to ensure proactive succession for sustained growth

Course Methodology of Strategic Talent Management in the Oil and Gas Industry

This course on Strategic Talent Management in the Oil and Gas Industry will combine instructor-led presentations with highly interactive case studies, relevant and thought-provoking exercises, practical demonstrations, and facilitated discussions.

Delegates will be encouraged to participate actively in relating the principles of talent management and high-potential development to the particular needs of their workplace.

Organizational Impact of Strategic Talent Management in the Oil and Gas Industry

Leaders and managers of talent within their organization:

- Have the ability to understand and relate to people in the organization
- Provide the mechanism for sustainable growth of the business
- Possess the skills and development aptitude to ensure the growth of individuals to achieve their maximum potential
- Create and drive the strategy to make individuals and the organization outstanding

Personal Impact of Strategic Talent Management in the Oil and Gas Industry

This course teaches the competencies that enable leaders to:

- Identify, develop and retain high-potential and talented people
- Understand and formulate a higher-level strategy to drive their organization’s growth
- Analyze complex personal data, models, and theories using subjective and objective processes
- Improve their ability to communicate, influence, and work with others
- Build and effectively develop better people in a sustainable way

Course Outlines of Strategic Talent Management in the Oil and Gas Industry

This course on Strategic Talent Management will greatly benefit individuals, aligned to the identification, development, and retention of talent and high

potential people in the business, including:

- HR / L&D / Talent Professionals
- Training Managers
- OD Specialists
- Recruitment Officers and Managers
- Retention / Compensation Personnel
- Those who wish to develop their leadership knowledge and skills in strategically managing, developing, and retaining talent and high potential people

Course Outlines of Strategic Talent Management in the Oil and Gas Industry

DAY 1

Defining and Attracting Talent in the Oil and Gas Industry

- Talent Management – Overview and Background
- Talent / High Potential - Defining the Criteria
- The Complex Dimensions of Oil and Gas Demographics
- Talent Options - Recruit External or Grow Internal
- Aligning Talent Management with Organizational Development (OD) and Business Strategy
- Utilizing Workforce Planning and other Sources of Data
- Attraction Strategies – Use of Media and Other Channels

DAY 2

Creating Your High Potential Talent Pool

- Talent Management Models, Grading and Structures
- Assessment Methods and Systems - Use of Psychometric / Behavioral / Competency Frameworks
- Conducting an Effective Talent Gap Analysis
- ABC Model of Potential – Getting the Criteria Right
- Using the 9 Box Grid, and other Methods to Create Your Talent and High Potential Matrix

DAY 3

Developing Your Talent and High Potentials

- Defining High Caliber Development Options
- Conducting an Effective Performance Discussion
- Creating Individual Development Plans
- Powerful Feedback Techniques: Motivating Individuals to Achieve Higher Potential
- Coaching for Success

DAY 4

Retaining and Sustaining Your Talent and High Potentials

- Career Paths – Guidance for Growth
- Using Mentoring Programs to Develop and Retain Your Talent
- Reward Strategies - Intrinsic and Extrinsic Incentives to Motive Your Talent
- Managing Expectations and Delivering Workable Outcomes
- Growth Rotation Development (assignments, experience strategies)

- Creating a Sustainable Talent Pipeline

DAY 5

Strategic Succession Planning and Organizational Capability Review

- Defining Your Bench Strength
- Succession Planning and the OCR Process
- Conducting Effective Calibration Meetings
- Formulating a Strategic Talent Plan for the Organization in line with the Business Strategy
- Communicating the Strategy to the Board and the Company
- Conclusion and Review

Register or ask about this course online

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