



# Training Management and Organizational Learning for Oil and Gas Industries

## Venue Information

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**Venue:** London UK

**Place:**

**Start Date:** 2025-12-08

**End Date:** 2025-12-12

## Course Details

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**Net Fee:** £4750.00

**Duration:** 1 week

**Category ID:** HRMC

**Course Code:** HRMC-11

## Syllabus

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### **courses Syllabus Introduction**

Skilllinx presents the Organisational Learning & Training Management for Oil & Gas Industries courses, providing a comprehensive understanding of how these principles apply to this specialized sector. Organisational learning, a hallmark of adaptive organizations, is crucial for anticipating and responding to changes in both internal and external environments.

This courses delves into the fundamentals of organisational learning, a key component of Organisational Development (OD), and the strategic positioning of training management within the framework of becoming a 'Learning Organisation'. Practical workshops and exercises will reinforce learning, tailored to address the unique challenges of the Oil and Gas environment.

### **Objectives**

## **Day One**

Exploring Organisational Learning

Understanding the nature of learning Unique aspects of learning in the Oil & Gas Industry Psychological theories informing learning Practical implications of organisational learning Redefining organisational learning paradigms

## **Day Two**

### **Understanding Training Management**

Strategic management of training functions Training dynamics in the Oil & Gas sector Cost-benefit analysis and ROI considerations Talent management in training strategies Distinguishing succession and talent management Considerations for nationalisation issues

## **Day Three**

### **Navigating Organisational Change**

Navigating team and organizational-level change Key drivers of change in Oil & Gas Industry Implementing change management strategies Case studies illustrating change management Tools for diagnosing organizational

### **structures Day Four**

Exploring Organisational Development (OD)

Historical overview and evolution of OD Contemporary perspectives on OD Applying Maslow, Herzberg, and the Hawthorne effect Case studies demonstrating OD principles in action Diagnostic tools for assessing organizational

### **structures Day Five**

Transitioning to a Learning Organisation

Understanding the concept of a learning organisation Identifying characteristics of learning organisations Assessing readiness for organizational change Exploring benefits and barriers to becoming a learning organisation Exploring concepts from "The Fifth Discipline" Creating personal action plans for implementation.