

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

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

| Code | City | hotel | Start | End | price | Language - Hours |
|---|---|---|---|---|---|---|
| HT-389SA | Dammam | Hotel Meeting Room | 2027-07-11 | 2027-07-15 | 9950 SR | En - 25 |

## 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 Managment

- 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 Hertzberg & 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 Center** adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

**Program Timings:  9:00 AM to 2:00 PM**

**The program includes:**

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

# Our Success Partners

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