

# The Future of Learning for the Energy Industry

## INTRODUCTION

- This training course is about people in the energy sectors. Through people, the oil, gas, and energy sectors will thrive into the next decade. However, that will require a workforce that is educated, developed and engaged. It requires new ways of thing and new ways of learning. Join us for five days of world-class learning and share and grow with like-minded professionals while you develop practical and career-changing skills in learning, training, development, coaching, and mentoring.
- This practical training course will enable participants to have a better practical approach to learning and fully understand how learning may change in the coming years work and how learning can be developed to meet all stakeholders' needs.

This training course will highlight:

- How learning may differ in the energy industries
- Best-practices in learning and development
- Meeting the needs of your new generation of workers
- Developing innovation, creativity and critical thinking
- The practical steps involved in becoming a learning organisation

## OBJECTIVES

At the end of this training course, participants will be able to:

- Utilise a variety of methods to improve learning and development in your organisation
- Understand the needs of generation "Z" and millenials
- Appreciate innovation, creativity, and critical thinking
- Describe the meaning and application of coaching and mentoring
- Evaluate the effectiveness of learning interventions

## **TRAINING METHODOLOGY**

- Participants of this training course will receive thorough training on the subjects covered by the training course outline with the Tutor, utilising a variety of proven adult learning teaching and facilitation techniques. Training course methodology includes a range of engaging, practical exercises and activities. There will be numerous practical sessions where participants can participate and experience topics. Case studies, videos, small group work, exercises, and feedback will all be used to facilitate learning.

## **ORGANISATIONAL IMPACT**

This highly interactive training course will assist the participants to understand the critical elements of learning:

- To focus on a new way to think about learning
- People committed to delivering transformational learning
- To facilitate development for people at all levels
- Staff who appreciate best practices in organisational learning
- That will leave participants with transferable and deliverable skills

## **PERSONAL IMPACT**

The participants will learn practical skills applicable to their work environment and help achieve organisational goals:

- To understand the pathway to success and engagement
- To learn the latest methods to deliver effective learning
- To enhance skills in coaching and mentoring
- To gain practical skills in a safe and constructive environment
- To develop transferable and deliverable skills

## **WHO SHOULD ATTEND?**

This training course is suitable for a wide range of professionals in the oil, gas, petrochemical, and energy industries, but will greatly benefit:

- All training professionals
- Human resource professionals and business partners
- Any professional who needs to develop their skills in learning and development
- Technical staff moving into learning, training, and development roles

## Course Outline

### The Future of Learning

- How adults learn: Andragogy
- What the future may hold for learning in the energy sectors
- Artificial Intelligence (AI) and Learning
- Augmented Reality and learning

### Understanding Innovation, Creativity & Critical Thinking

- What is innovation, and where does it come from
- Introduction to Disruptive Innovation (DI)
- Understanding the power of creativity
- Your brain and core critical thinking skills
- Making it work right the first time – Poka-Yoke

### The Learning Organisation

- Understanding the Learning Organisation
- Characteristics of a Learning Organisation
- Are you ready to change?
- Understanding the needs of generation "Z" and millennials
- Courses on demand

### The Essentials of Coaching & Mentoring

- Distinguishing between mentoring, coaching, and counselling
- Motivational coaching skills for energy professionals
- Essential coaching techniques
- Objectives and benefits of mentoring
- Types of mentorship programmes in the energy sector

### Evaluating Learning

- The need for training to produce measurable results
- The added-value of training & development
- Kirkpatrick's levels of evaluation
- A simple guide for calculating a cost-benefit analysis