

## **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 Organisational Development (OD) and Business Strategy
- Utilising 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 Programmes 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 Organisational 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