

# Oil and Gas Training Management and Organizational Learning Course

11 – 15 January 2027
Vienna

AGILE LEADERS
Training Center

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## Overview

Oil and Gas Training Management and Organizational Learning Course is a one-week course for learning leaders, technical training teams, competence assurance functions, and operational managers who leave with an Oil and Gas Learning Governance and Capability Development Pack. Participants connect capability needs, competency frameworks, learning pathways, delivery portfolios, workplace learning, knowledge transfer, evaluation, analytics, and organizational learning. Agile Leaders Training Center presents this course on oil and gas training management and organizational learning.

## Who Should Attend

- Functions responsible for technical learning strategy and governance
- Teams responsible for competency frameworks and capability assurance
- Personnel responsible for curricula, pathways, and learning portfolios
- Operational groups responsible for workplace learning and knowledge transfer
- Functions responsible for learning analytics and continuous improvement

The course assumes participants plan, commission, govern, or evaluate workforce learning at work; it leaves out instructor presentation skills and general human resources administration.

## Departments and Industries

The course supports departments and industries that manage technical capability, competence evidence, and organizational learning.

- Oil and gas learning and development departments
- Operations, maintenance, engineering, and technical functions
- Competence assurance and workforce planning teams
- Health, safety, and contractor capability groups
- Energy service and industrial training organizations
- Knowledge management and operational excellence functions

## Learning Objectives

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

- Analyze capability needs and role proficiency gaps
- Build governance for technical learning decisions
- Design competency-aligned curricula and learning pathways
- Compare delivery portfolios and workplace learning methods
- Evaluate learning evidence, analytics, and operational transfer
- Prioritize improvements using organizational learning feedback

## Course Agenda

### Day 1: Frame Capability and Learning Governance

- Business Capability and Role Demand Map
- Competency Definition and Proficiency Scale
- Training Governance Roles and Decision Matrix
- Safety-Critical and Contractor Competence Interface
- Learning Policy and Assurance Control Register

### Day 2: Diagnose Needs and Design Pathways

- Role-Based Capability Needs Analysis
- Competency Gap and Priority Heatmap
- Learning Outcome Alignment Matrix
- Technical Curriculum Architecture Canvas
- Career-Stage Learning Pathway Map

### Day 3: Manage the Learning Portfolio

- Classroom Digital and Workplace Delivery Mix
- Learning Resource Selection Scorecard
- Supervisor Coaching and Practice Plan
- Operational Knowledge Transfer Workflow
- Learning Portfolio Capacity and Schedule Board

### Day 4: Evaluate Transfer and Organizational Learning

- Competence Evidence and Assessment Map
- Learning Evaluation Question Set
- Performance Transfer Indicator Dashboard
- Training Record and Data Quality Checklist
- Operating Experience Learning Review Cycle

## Day 5: Practice Learning Governance Decisions

- Suggested Exercise: Prioritize Capability Gaps
- Suggested Exercise: Build a Technical Learning Pathway
- Suggested Exercise: Balance a Delivery Portfolio
- Suggested Exercise: Review Transfer and Evaluation Evidence
- Capstone Exercise: Present an Oil and Gas Learning Governance and Capability Development Pack

## Practical Exercises

The course uses suggested activities to turn role, competence, delivery, and performance evidence into learning governance decisions.

- Suggested activity: map operational capability demands to role proficiencies and prioritize evidence-based gaps.
- Suggested activity: design a technical pathway linking outcomes, learning resources, workplace practice, and competence evidence.
- Suggested activity: compare classroom, digital, coaching, and workplace options against capability and capacity needs.
- Suggested activity: review learning records, assessment evidence, transfer indicators, and operating feedback to select improvements.

## FAQs

### Who suits oil and gas training management and organizational learning, and what does it assume?

Learning, technical training, competence assurance, operations, workforce planning, and knowledge functions suit the course. It assumes experience planning, governing, or evaluating workforce learning.

### How does oil and gas training management differ from training-of-trainers courses?

Oil and gas training management governs capability needs, competency pathways, delivery portfolios, workplace transfer, evidence, and improvement. Training-of-trainers courses concentrate on facilitation, instructional delivery, learner engagement, and classroom practice.

### How should oil and gas competency gaps shape learning pathways?

Competency gaps should be prioritized by role demand, proficiency requirement, current evidence, operational consequence, and development feasibility, then linked to outcomes, resources, workplace practice, assessment, and review.

## How is organizational learning connected to oil and gas operations?

Organizational learning converts operating experience, performance evidence, assessments, and technical change into updated capability priorities, curricula, pathways, coaching, knowledge transfer, and governance decisions.

## How should oil and gas learning effectiveness be evaluated?

Learning effectiveness should be evaluated through aligned outcomes, participation and completion data, competence evidence, workplace application, performance indicators, supervisor observations, data quality, and documented improvement decisions.

## Conclusion

Participants take an Oil and Gas Learning Governance and Capability Development Pack back to their organization. It connects capability demand, competency gaps, pathways, delivery portfolios, knowledge transfer, evaluation, and operational feedback. Teams can use the pack to prioritize investment, document governance choices, strengthen workplace transfer, and update learning decisions.