

SPARK

HUMAN RESOURCES AND TRAINING

Knowledge Management for the Oil, Gas, Petrochemical & Energy Industries

Course code: HRT-001



SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop Overview

Every successful organisation needs to attract, retain and fully utilise talented people. This practical Knowledge Management for the Oil, Gas, Petrochemical & Energy Industries training course will show you what's needed and also how to gain strategic advantage through new approaches in knowledge management. This is an exciting HR training course for anyone interested in or responsible for improving employee performance throughout the organisation. Knowledge management is essentially about getting the right knowledge to the right person at the right time. This in itself may not seem so complex, but it requires knowledge about 'best-practices' in recruitment, retention, succession planning, talent management and people motivation.

Why Attend

This course uses instructor-led sessions, guided discussion, and practical exercises built around Day one: The Context & Business Need for Knowledge Management, Day two: Making Your Recruitment & Selection World Class, Day three: Differentiation, Retention & Motivation, and day four: testing, psychometrics and best-practices in

Who Should Attend

Anyone responsible for Knowledge Management in their organisation
All Human Resource Professionals
Recruitment & Selection Professionals
Those responsible for the motivation of employees
Succession planners
HR Business Partners

— Learning Objectives

- Understand best practices in recruitment and selection
- Explain the limitations and benefits of psychometric testing
- List how differentiation can significantly improve retention and motivation
- Describe the core components of an assessment centre
- Discuss the core principles of motivation

Course Outline

DAY
1

Day one: The Context & Business Need for Knowledge Management

- Introduction to knowledge management
- The case for knowledge management
- The six dimensions of implementing knowledge
- Knowledge management strategy
- Avoiding silo mentality in your organisation
- The pros and cons of vertical thinking

DAY
2

Day two: Making Your Recruitment & Selection World Class

- Introduction to the recruitment process
- The real cost of interviewing to the organisation
- The five types of interview styles
- Methods to attract high performers
- A four-step guide to knowledge mapping
- How to run an Assessment Centre

DAY
3

Day three: Differentiation, Retention & Motivation

- Workforce differentiation and strategy execution
- Talent management in your organisation
- Performance in your organisation – the cost of poor performers
- The reasons why high performers leave
- Improving employee retention
- Understanding the psychology of motivation

DAY
4

Day four: Testing, Psychometrics and Best-Practices in Performance Appraisal

- The use and abuse of psychometrics and testing
- The Forer Effect explained
- Aptitude and ability testing
- How to upgrade your performance appraisal system
- Making sure your appraisal system is culturally correct
- The best person to identify potential

DAY
5

Day five: Succession Planning & Talent Retention

- An introduction to succession planning
- Differentiating succession management & talent management
- Career planning and its relationship to succession planning
- The role of Head Hunters
- Calculating productivity and measuring efficiency
- Personal action planning

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.