

Human Resources; Business Partnering, Best Practices and Development Tactics in Petroleum Industry

Duration: 5 days (1-5 September, 2025)

Location: Sydney, Australia

Candidates:

This course is designed for HR supervisors, Training Professionals, Line Managers, and Team Leaders.

Summary:

This course is designed to get participants exposed to Human Resource Management (HRM) processes, practices and actions that work universally to add value and support an organization's success. It provides a comprehensive understanding of the strategies and methodologies for business partnering, managing, measuring, and maximizing training effectiveness within organizations. It extends to cover the HR business partnering fulfilling the key role of integrating business strategy with people management practices.

Through a set of lectures and practical examples, participants will learn how to customize best practices in designing people strategies to get optimum results. They will also focus on how to assess the return on investment (ROI) in training, conduct thorough Training Needs Analysis (TNA), and develop business cases for training that align with organizational goals.

Course Objectives:

By the end of this course, participants will learn:

- The main phases of the oil and gas industry
- The process and concepts of Human Resources as well as best practices
- Concepts and Strategies of Business Partnering
- Acquiring essential skills, ranging from consulting and data literacy to employee experience and business acumen
- Applying the HR value chain, and making HR's contribution to the organization tangible
- Apply internationally recognized methods for identifying and analyzing training needs (ITN) and Training Needs Assessment (TNA)
- Write Instructional Learning Objectives (ILOs)

- Evaluate the effectiveness of training at various levels using proper data collection methods and instruments for each level of evaluation
- List ways to improve transfer of skills from training workshops to the workplace
- Calculate the Return on Investment (ROI) for training programs by determining their financial costs and returns

Course Contents:

- Introduction to Oil and Gas Phases
- Concept of HRM
- Introduction to Strategies of HR business partnering
- Strategic HR Metrics; Concepts and applications
- Open Discussion: Education, Training, Learning & Development
- General Training Framework
- Methods for Identifying Training Needs (ITN)
 - Training Need Analysis (TNA); Concepts and Techniques
 - Competency Assessment Management System
- Setting Learning Objectives and Learning Style
- Development Program Design and Delivery
- Development Program Evaluation
 - Evaluation at levels I and II (Reaction & Learning)
 - Evaluation at level III (Behavior)
 - Evaluation at Level IV (Results)
- Return on Investment (ROI); Techniques and Application
- Design HR processes to generate profit for the business
- Practical Session & Case Studies

Training Methods

- PowerPoint Presentations
- Videos
- Individual & Group Exercise
- Flip chart and white board Writing
- Group Quizzes
- Case Studies/ Learning Review

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For more details, please contact:

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