KOENIG SOLUTIONS · COURSE OUTLINE

Oil & Gas Talent: 9 Box Grid & Succession Planning

Learn to identify, develop and retain high-potential talent in oil and gas using the 9 box grid and succession planning.

5 Days	5	29
DURATION	MODULES	TOPICS

COURSE OVERVIEW

This course covers defining and attracting talent in the oil and gas industry, including workforce planning and attraction strategies. It then addresses building a high-potential talent pool through assessment methods, gap analysis and the 9 box grid, followed by developing talent through performance discussions, development plans, feedback and coaching. It continues with retaining talent through career paths, mentoring, reward strategies and pipeline creation, and concludes with strategic succession planning, organisational capability review and calibration meetings.

WHO THIS COURSE IS FOR

- **HR Managers**
- **Talent Managers**
- **Succession Planning Specialists**
- **Organisational Development Professionals**
- **Line Managers**
- **Workforce Planners**

LEARNING OBJECTIVES

- Explain talent management and its alignment with business strategy
- Identify criteria for defining talent and high potential employees
- Apply the 9 box grid to build a talent matrix
- Conduct effective talent gap analysis and performance discussions
- Develop individual development plans and coaching approaches
- Plan career paths and mentoring programmes to retain talent
- Compare reward strategies to motivate and sustain talent
- Assess bench strength through succession planning and calibration

COURSE SYLLABUS

5 Modules, 29 Topics

DAY 1

01

Defining and Attracting Talent in the Oil and Gas Industry

TOPICS

- 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

02

Creating Your High Potential Talent Pool

TOPICS

- 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

03

Developing Your Talent and High Potentials

TOPICS

- 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

04

Retaining and Sustaining Your Talent and High Potentials

TOPICS

- 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

05

Strategic Succession Planning and Organisational Capability Review

TOPICS

- 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

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

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