Talent Management and Retention in the Oil and Gas Industry

Attract, identify, develop, and retain the right people.
Talent Management and Retention in the Oil and Gas Industry

Providing a holistic approach for competency development

Course Outline

Day 1 Learn to identify talent or high-potential criteria and align parameters with current models and structures.

Day 2 Identify and recruit your talent for focused, direct development.

Day 3 Explore ways to keep and further develop talent through active succession and career planning to ensure sustainable individual and organizational growth.

Talent management is a forward-looking function. It should improve organizational flexibility and performance as well as offer information and tools for planning growth, change, acquisitions, and new product and service initiatives.

The NExT Talent Management and Retention course gives delegates the necessary information, understanding and techniques to actively identify, develop, and retain talent in the organization.

Course participants will
- learn talent management processes systems and procedures
- gain insight into talent identification methods, grading structures, competency and behavioral frameworks, and psychometric tools
- ensure effective focus of talent in the organization by evaluating development options
- understand succession plans to ensure positive career trajectory and development for talent and high-potential employees
- secure sustained organizational growth.

A typical talent management process.
NExT provides psychometric and competency assessments that can be used for one-to-one coaching, team building, communication and performance workshops, talent development, programs for high-potential talent, leadership development, and performance management. Objective psychometric assessments help eradicate subjective influences from peers or superiors and offer clearer insights into individuals’ capabilities.

**Psychometric and competency assessments**

Assessing whether a team member is the right person to perform a required role is integral to talent management. NExT offers a wide range of competency assessment and development solutions to suit individual needs.

Additionally, NExT offers psychometric and occupational testing, which in business or recruitment, adds an indication of one’s motivation, technical ability, performance traits, or personality type. Typical reports can identify interpersonal thinking and coping styles as well as behavioral styles and likely business outcomes such as team roles, leadership styles, influencing styles, and career themes. Our reports also include a brief summary of potential strengths and weakness as well as individual development options and plans.

This can help the individual with self-development or others with identifying the best role or development options to increase the performance of the individual. It can also be used not just at the individual level but to help team, department, or company structures.

Tests and assessments can be used from the beginning of the recruitment process—ensuring that the individual is right for the role and company as well as to identify, develop, and enhance high-potential talent—through establishing teams to increase performance efficiency.

**Who should attend?**

Managers, directors, and HR professionals who manage or have a vested interest in organizational talent.
About NExT

NExT, a Schlumberger company, has more than 13 years of experience providing training, competency, and professional development services for the E&P industry. With a portfolio of more than 420 courses covering technical, practical, and software skills, NExT develops the petrotechnical expertise necessary to meet today's increasingly complex industry challenges.

For a comprehensive portfolio of courses covering a broad spectrum of disciplines, visit www.NExTtraining.com.