

ADVANCED STRATEGIC COACHING FOR SUCCESS IN THE OIL AND GAS INDUSTRY



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TRAINING CENTER



Introduction

Oil and gas operations depend on leaders who can develop technical talent in high-risk, high-cost environments where mistakes carry serious consequences. The Advanced Strategic Coaching for Success in the Oil and Gas Industry Training Course builds that capability through structured coaching practice. Participants learn to apply professional coaching models, run developmental conversations on and off site, and connect individual growth to operational and safety outcomes. Furthermore, the course covers leadership presence, crew engagement, and succession planning for scarce technical roles. In addition, it addresses coaching within turnaround, shift, and remote-location settings. As a result, participants return able to raise capability and performance across their teams.

Advanced Strategic Coaching for Success in the Oil and Gas Industry Course Objectives

- Apply the GROW coaching model to oil and gas leadership conversations.
- Distinguish coaching from mentoring, instructing, and performance management.
- Build coaching agreements with clear goals and confidentiality boundaries.
- Coach technical specialists into wider operational responsibility.
- Use powerful questioning and active listening techniques in the field.
- Give developmental feedback using the SBI model.
- Apply coaching within safety leadership and HSE culture improvement.
- Support crews through shift patterns, remote locations, and turnarounds.
- Build succession pipelines for scarce technical and supervisory roles.
- Measure coaching impact with capability, safety, and performance indicators.

Course Methodology

- Instructor-led sessions linking coaching practice to oil and gas operations.

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- Practical coaching triad exercises with structured observer feedback.
- Case studies from upstream, midstream, and downstream operating environments.
- Role-play exercises on safety conversations and performance coaching.
- Group workshops building coaching plans and succession maps.
- Continuous knowledge checks and a final assessed coaching project.

Who Should Take This Course

- Operations and maintenance supervisors in oil and gas.
- Field and site team leaders and superintendents.
- Technical managers and discipline leads.
- HSE and safety culture leaders.
- Training and competence assurance staff.
- Senior engineers moving into people leadership.

Advanced Strategic Coaching for Success in the Oil and Gas Industry Course Outlines

Day 1: Coaching Foundations for Technical Industries

- What coaching is and what it is not.
- Coaching versus mentoring, instructing, and performance management.
- The GROW model: goal, reality, options, will.
- Coaching agreements, boundaries, and confidentiality.
- Building a coaching mindset as a technical leader.
- Common coaching traps in engineering-led cultures.
- Workshop: running a first structured coaching conversation.





Day 2: Core Coaching Skills in the Field

- Active listening in noisy and interrupted environments.
- Powerful questioning techniques that create insight.
- Summarising and confirming to reach clear actions.
- Reading non-verbal signals in crew conversations.
- Coaching in short bursts during operations.
- Documentation of coaching outcomes and follow-up.
- Workshop: coaching skills triads with observer feedback.

Day 3: Coaching Technical Talent and Development

- Assessing technical competence against role requirements.
- Coaching specialists into supervisory responsibility.
- Building individual development plans with the GROW model.
- Supporting engineers through competence assurance processes.
- Coaching for problem solving and root cause thinking.
- Managing high performers and underperformers differently.
- Workshop: building a coaching and development plan.

Day 4: Safety Leadership and Coaching Culture

- Coaching as a tool for safety culture improvement.
- Safety conversations that build rather than blame.
- Coaching after incidents, near misses, and audits.
- Applying the SBI model in HSE feedback situations.
- Leadership behaviours that sustain a coaching culture.

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- Working with contractors and multi-company crews.
- Workshop: coaching a live safety behaviour scenario.

Day 5: Succession, Measurement, and Sustained Coaching

- Identifying critical roles and succession risks.
- Building talent pipelines for scarce technical skills.
- Coaching for knowledge transfer and handover of experience.
- Measuring coaching impact with capability and safety KPIs.
- Embedding coaching routines into shift and review cycles.
- Building a personal coaching development plan.
- Workshop: presenting a coaching and succession plan.

Conclusion

By successfully completing the Advanced Strategic Coaching for Success in the Oil and Gas Industry Training Course, participants will have acquired the knowledge to apply structured coaching models, run developmental conversations with technical specialists, strengthen safety leadership through coaching, and build succession pipelines for critical roles. They will also gain the ability to measure coaching impact through capability and safety indicators. Furthermore, the course prepares leaders to embed coaching routines into demanding operational schedules. Gentex Training Center delivers this programme with a strong emphasis on practical, field-ready coaching practice.

FAQs





Q1 What is the "Advanced Strategic Coaching for Success in the Oil and Gas Industry" course about?

It is a practical programme on coaching leadership in oil and gas operations. It covers the GROW model, coaching agreements, questioning and listening skills, developing technical talent, coaching within HSE and safety culture, supporting remote and shift-based crews, succession planning, and measuring coaching impact.

Q2 What are the key benefits of the "Advanced Strategic Coaching for Success in the Oil and Gas Industry" course?

Participants gain the ability to grow technical talent from within, which reduces dependence on scarce external hires. The course improves safety conversations and incident learning, strengthens competence assurance, raises crew engagement in difficult locations, and builds a leadership pipeline that protects operational continuity.

Q3 What skills will I gain from the "Advanced Strategic Coaching for Success in the Oil and Gas Industry" course?

Structured coaching with the GROW model; questioning, listening and feedback techniques; technical talent development and succession planning; and safety culture coaching and coaching impact measurement.



Q4 What tools, methods, or standards are covered in the "Advanced Strategic Coaching for Success in the Oil and Gas Industry" course?

The course covers the GROW coaching model, coaching agreement and feedback frameworks, powerful questioning and active listening techniques, the SBI feedback model, competence assessment and assurance processes, individual development plan formats, safety observation and coaching routines, succession mapping, and capability and safety KPIs.

Q5 How is the "Advanced Strategic Coaching for Success in the Oil and Gas Industry" course applied in real-world practice?

Graduates apply it by holding short coaching conversations during operations and shutdowns, coaching specialists toward supervisory roles, and running safety conversations after near misses without blame. They also build individual development plans, map succession risk for critical roles, and track capability and safety measures to show coaching impact.