

DYNAMIC LEADERSHIP IN THE OIL AND GAS INDUSTRY



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TRAINING CENTER



Introduction

Dynamic Leadership in the Oil and Gas Industry prepares leaders for a sector where safety, capital, and geopolitics meet. Asset-intensive operations, remote sites, contractor workforces, and 24-hour production create leadership demands that general management programs do not address. This Dynamic Leadership in the Oil and Gas Industry Training Course builds capability for that setting. Participants examine process safety leadership, permit-to-work discipline, contractor and joint venture management, and field decision-making under pressure. Furthermore, the course covers Production Sharing Agreements, cost control, and crisis response in hazardous environments. It also addresses workforce engagement across shifts and cultures. As a result, participants leave able to lead operations safely, efficiently, and consistently.

Dynamic Leadership in the Oil and Gas Industry Course Objectives

- Apply leadership practices suited to asset-intensive oil and gas operations.
- Lead process safety using HSE and API-aligned management practices.
- Reinforce permit-to-work systems and management of change (MOC) discipline.
- Manage contractor and multi-company workforces on shared sites.
- Align joint venture and partner interests with operational objectives.
- Apply Production Sharing Agreement (PSA) fundamentals to commercial decisions.
- Use operational KPIs including production efficiency, uptime, and cost per barrel.
- Lead emergency response using incident command structures and mutual aid arrangements.
- Build shift-based engagement and safety culture across distributed teams.
- Manage change and digital adoption in upstream and downstream operations.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops on live operational leadership problems.
- Case studies from upstream, midstream, and downstream settings.
- Simulation of an incident command and emergency response exercise.
- Role-play of contractor, partner, and shift-team conversations.
- Group work on safety leadership and performance improvement plans.
- Action planning that converts each method into a site leadership routine.

Who Should Take This Course

- Field and site supervisors in oil and gas operations.
- Production, maintenance, and operations managers.
- HSE and process safety leaders.
- Project and turnaround managers in energy assets.
- Contract and joint venture coordinators.
- Engineers moving into operational leadership roles.

Dynamic Leadership in the Oil and Gas Industry Course Outlines

Day 1: Leadership in an Asset-Intensive Industry

- Understanding the oil and gas value chain and its leadership demands.
- Reviewing leadership styles with Goleman's six styles framework.
- Leading distributed teams across remote and shift-based sites.

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Info@gentextraining.com



- Balancing production targets with safety obligations.
- Building credibility through technical understanding.
- Assessing your leadership baseline in an operational context.
- Identifying leadership constraints at your site.

Day 2: Process Safety and HSE Leadership

- Distinguishing personal safety from process safety.
- Applying HSE management system principles aligned with ISO 45001.
- Reinforcing permit-to-work and lock-out tag-out discipline.
- Leading management of change (MOC) properly.
- Investigating incidents with root cause analysis and bow-tie analysis.
- Applying API and industry safety standards awareness.
- Building a process safety leadership action plan.

Day 3: Contractor, Partner, and Stakeholder Management

- Managing contractor workforces and interface risk.
- Applying contractor prequalification and performance review practices.
- Working with joint venture partners and operating committees.
- Understanding Production Sharing Agreements and fiscal terms.
- Managing community, regulator, and government stakeholders.
- Handling commercial conflict with interest-based negotiation.
- Designing a contractor performance review process.





Day 4: Operational Performance and Cost Discipline

- Selecting operational KPIs: production efficiency, uptime, and cost per barrel.
- Applying Lean and reliability practices to operations.
- Planning maintenance and turnarounds with minimal production loss.
- Controlling operating cost and unit cost performance.
- Using data and dashboards for operational decisions.
- Managing technical integrity and asset lifecycle decisions.
- Building an operational performance improvement plan.

Day 5: Emergency Response, Change, and Culture

- Applying incident command structures in emergency response.
- Planning emergency response with mutual aid and drills.
- Managing crisis communication with regulators and communities.
- Leading digital adoption and new technology in operations.
- Building engagement and safety culture across shifts.
- Managing fatigue, mental health, and remote-site wellbeing.
- Finalizing a personal oil and gas leadership action plan.

Conclusion

By successfully completing Dynamic Leadership in the Oil and Gas Industry, participants will have acquired practical knowledge of operations leadership, process safety, contractor and partner management, operational performance, and emergency response. They will have gained skills in safety leadership, contractor and JV management, operational performance control, and incident command, plus a personal action plan. Gentex Training Center designed this program to help energy leaders deliver safely and reliably.



FAQs

Q1 What is the "Dynamic Leadership in the Oil and Gas Industry" course about?

It develops leadership capability for oil and gas operations. Participants study process safety leadership, permit-to-work discipline, contractor and partner management, PSA fundamentals, operational KPIs, emergency response, and site culture.

Q2 What are the key benefits of the "Dynamic Leadership in the Oil and Gas Industry" course?

Participants gain stronger safety discipline, clearer contractor and partner management, and better operational decision-making. Assets also see fewer incidents, less unplanned downtime, tighter cost control, and a safety culture that holds up under production pressure.

Q3 What skills will I gain from the "Dynamic Leadership in the Oil and Gas Industry" course?

You will develop four core skills: process safety and HSE leadership, contractor, partner and JV management, operational performance and cost control, and emergency response with incident command.



Q4 What tools, methods, or standards are covered in the "Dynamic Leadership in the Oil and Gas Industry" course?

The course covers HSE management systems aligned with ISO 45001, permit-to-work and lock-out tag-out systems, management of change (MOC), root cause analysis and bow-tie analysis, API standards awareness, contractor prequalification and performance review, Production Sharing Agreement terms, operational KPIs including production efficiency and cost per barrel, incident command structures, and mutual aid planning.

Q5 How is the "Dynamic Leadership in the Oil and Gas Industry" course applied in real-world practice?

Participants apply the methods to live operational tasks, such as reviewing a permit-to-work process, running a management of change review, assessing contractor performance, selecting operational KPIs, and leading an emergency response drill. Each module ends with an action commitment, so learning transfers directly into site leadership