

**STRATEGIC, OPERATIONAL
AND TACTICAL
LEADERSHIP IN THE OIL
AND GAS INDUSTRY**



GENTEX[®]
TRAINING CENTER



Introduction

Strategic, Operational and Tactical Leadership in the Oil and Gas Industry Training Course prepares leaders to work confidently across all three levels of an oil and gas organization. Participants learn how long-horizon strategy, field operations, and daily execution connect in a sector defined by capital intensity and safety risk. The program combines strategic analysis, operational management, and front-line leadership practice. As a result, learners gain the ability to move between boardroom decisions and site reality without losing intent. Furthermore, the course strengthens HSE leadership, risk discipline, and cross-level communication.

Strategic, Operational and Tactical Leadership in the Oil and Gas Industry Course Objectives

- Distinguish strategic, operational, and tactical leadership levels and their time horizons in oil and gas.
- Apply strategic analysis with SWOT, PESTLE, and Porter's Five Forces to energy markets.
- Translate strategy using the Balanced Scorecard, strategy maps, and OKRs.
- Apply petroleum economics concepts including netback, lifting cost, and full-cycle margin.
- Build operational plans with production forecasting, capacity planning, and scheduling.
- Apply process safety management, HAZOP, and risk registers in field operations.
- Manage asset integrity, maintenance, and turnaround planning.
- Lead tactical execution with daily management, standard work, and tiered accountability.
- Coach and delegate using situational leadership (Hersey-Blanchard) and the GROW model.
- Align communication so strategy, operations, and front-line action stay connected.

Course Methodology

- Interactive sessions built on real oil and gas leadership cases.



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- Workshops on strategy translation, reservoir-to-market planning, and daily management.
- Group work on production plans, risk registers, and improvement initiatives.
- Hands-on practice with EVM, turnaround scheduling, and operations dashboards.
- Simulation of crisis response, price shocks, and field incident leadership.
- Facilitator coaching and peer review on multi-level leadership plans.

Who Should Take This Course

- Senior executives and directors in oil and gas companies.
- Operations, production, and field managers.
- Asset, maintenance, and reliability leaders.
- HSE and process safety managers.
- Project and program leaders managing capital developments.
- Professionals preparing for broader leadership responsibility in the sector.

Strategic, Operational and Tactical Leadership in the Oil and Gas Industry Course Outlines

Day 1: Three Levels of Leadership in Oil and Gas

- Strategic, operational, and tactical leadership defined for the sector.
- Time horizons: decades, years, quarters, and shifts.
- Upstream, midstream, and downstream leadership contexts.
- How intent translates and distorts across levels.
- Environmental analysis with SWOT and PESTLE.
- Competitive context with Porter's Five Forces.
- Case study: a field strategy that failed in translation.





Day 2: Strategic Leadership and Direction Setting

- Vision, mission, and strategic objective setting for energy businesses.
- Strategy translation with the Balanced Scorecard and strategy maps.
- Objectives and key results (OKRs) at strategic level.
- Petroleum economics: netback, lifting cost, and full-cycle margin.
- Portfolio and investment framing with NPV and IRR.
- Governance, stage gates, and decision rights.
- Workshop: building a strategy map and OKR set for a business unit.

Day 3: Operational Leadership and Field Delivery

- Production forecasting and reservoir-to-market planning.
- Capacity planning, scheduling, and resource allocation.
- Process safety management and major accident prevention.
- HAZOP studies, bow-tie analysis, and risk registers.
- Asset integrity, maintenance strategy, and turnaround planning.
- Performance dashboards and management review routines.
- Exercise: building an operational delivery and turnaround plan.

Day 4: Tactical Leadership and Daily Execution

- Daily management and tiered accountability on site.
- Standard work, permit-to-work, and shift handover discipline.
- Situational leadership (Hersey-Blanchard) and adapting style.
- Delegation with clear outcomes, authority, and support.
- Coaching conversations with the GROW model.

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- Handling escalations, stop-work decisions, and safety interventions.
- Simulation: leading a field team through a live operational problem.

Day 5: Connecting the Levels and Leading Coherence

- Communicating strategy so field teams understand it.
- Cascading goals and alignment checks across levels.
- Balancing production pressure against safety and integrity.
- Continuous improvement and lessons-learned loops.
- Building leadership capability and succession in the sector.
- Ethics, transparency, and accountability across horizons.
- Capstone: presenting a multi-level leadership plan for an oil and gas operation.

Conclusion

By successfully completing Strategic, Operational and Tactical Leadership in the Oil and Gas Industry, participants will gain a connected command of leadership at all three levels of an energy organization. They will acquire skills in strategic direction setting, petroleum economics, field operations, process safety, and tactical daily execution. Gentex Training Center designs the program to help oil and gas leaders keep intent intact from strategy to the site and deliver safely.

FAQs





Q1 What is the "Strategic, Operational and Tactical Leadership in the Oil and Gas Industry" course about?

It covers leadership at all three organizational levels and how they connect in oil and gas. The course spans energy market analysis, petroleum economics, field operations and process safety, tactical daily execution, and the communication that keeps intent intact from strategy to the site.

Q2 What are the key benefits of the "Strategic, Operational and Tactical Leadership in the Oil and Gas Industry" course?

You gain the ability to move between boardroom decisions and site reality without losing coherence. The course improves strategy translation, strengthens operational and HSE leadership, sharpens tactical execution discipline, and reduces the friction that appears when levels work without full understanding of each other.

Q3 What skills will I gain from the "Strategic, Operational and Tactical Leadership in the Oil and Gas Industry" course?

You will develop four core skills: strategic direction setting and energy market analysis, petroleum economics and strategy translation, operations and process safety leadership, and tactical execution with coaching, delegation, and daily management.



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

The course covers SWOT, PESTLE, Porter's Five Forces, the Balanced Scorecard, strategy maps, OKRs, strategic KPIs with baselines and review triggers, netback and lifting cost analysis, NPV and IRR appraisal, risk registers, HAZOP, bow-tie analysis, process safety management, asset integrity and turnaround planning, permit-to-work systems, tiered accountability, standard work, situational leadership (Hersey-Blanchard), and the GROW coaching model.

Q5 How is the "Strategic, Operational and Tactical Leadership in the Oil and Gas Industry" course applied in real-world practice?

Participants apply it to real work such as setting a three-year portfolio direction, building an operational delivery and turnaround plan, running a daily site management routine, and coaching a field supervisor through a performance issue. The same methods support stop-work decisions and cross-level alignment reviews.