

Competency Management in E&P

3 days
Overview

CMS-EN-P

LEVEL

Knowledge

PURPOSE

The purpose of this training is to enable participants to acquire the methodology and tools needed to implement an effective company competence management system which meets identified requirements.

LEARNING OBJECTIVES

On completion of the training course, participants will be able to:

- understand the concept of competence and how it can be applied across the company,
- assess the company's needs,
- put forward an action plan and arrange for a competence management project to be implemented,
- create and use the tools needed for the initiative.

WAYS AND MEANS

Project teams are put together at the start of the training course. A real or fictitious E&P project is then allocated to each team.

This project team will be required to put into practice the concepts acquired during the training course, based on the case that they represent. Oral summaries will be delivered to the whole group for each production, giving rise to interactive question-and-answer sessions.

LEARNING ASSESSMENT

The assessment takes place during the different periods of group work. This includes 4 presentations/exercises during the week, the details of which are detailed below.

PREREQUISITES

6 months of professional experience within an Oil & Gas company or consultant.

Agenda

DEFINITION OF COMPETENCE MANAGEMENT SYSTEM

0.5 d

Definition of the concept of competence.
Governance and company's strategy.
Definition and principles of the competence and career planning methodology and the competence management.
Benefits of competence management systems.
Oral presentation: each project team discovers its practical case, substantiates it and then presents it to the rest of the group.

ASSESS & FORMALIZE ONE'S COMPANY'S REQUIREMENTS

0.5 d

Review of existing situation and findings.
Definition of the framework, targeted aims, challenges, stakeholders and resources.
Creation of a project team and development of an action plan, together with processes and methods used.

Group work: based on the review of the existing situation, the "project team" must produce their action plan, factoring in the stated constraints. Each project team will then present their action plan to the group.

CREATE THE NECESSARY SKILLS REFERENCE FRAMEWORKS & TOOLS

0.75 d

Identify the technical support people.

Win the support of the technical support people for the initiative.

Methods for collecting information.

Produce job descriptions.

Draft the skills reference framework, corresponding to E&P activities.

Graduate the skills levels.

Review of reference documents and internal validation.

Group work:

Identify information sources and stakeholders who can feed the reference frameworks.

Produce an extract of the skills list from the detailed job description.

Each project team details the difficulties encountered and the key success factors.

ORGANIZE A COMPETENCE ASSESSMENT CAMPAIGN

0.75 d

Key principles.

Competence assessment methodologies.

Scheduling and logistics.

The assessor's profile, a key party in the process.

Analyzing and making use of the results.

Simulation: using IFP Training's simplified competence assessment tool, each project team will simulate a competence assessment campaign and will issue recommendations based on a typical mapping for E&P activities (geosciences, reservoir, production, field operations, drilling...).

IMPLEMENT A COMPLETE COMPETENCE MANAGEMENT SYSTEM

0.5 d

The complete competence management cycle.

The communication plan.

Continuous improvement.

Group work: each individual in the group will have to simulate arguments for having this initiative implemented in front of the other members of their group.