

GLOBAL EXPERTS INSTITUTE FOR TRAINING.
ISO 9001-2008 TRAINING PROVISION CERTIFIED

Managing Performance in the Oil, Gas & Petrochemical Industry

Schedule Dates:

Start Date	End Date	Place
21-Dec-2025	25-Dec-2025	Ramada Plaza by Wyndham Istanbul

Program Introduction:

Performance management is a critical function in the oil, gas, and petrochemical industry, where efficiency, safety, and profitability are key to maintaining competitive advantage. This dynamic sector requires structured systems to measure, monitor, and enhance individual, team, and organizational performance. The course “Managing Performance in the Oil, Gas & Petrochemical Industry” is designed to equip professionals with the tools, techniques, and frameworks needed to align performance with strategic objectives, drive operational excellence, and foster a high-performance culture across technical and managerial functions.

Program Objectives:

- ✓ Understand the role and importance of performance management in the energy sector.
- ✓ Align individual and team objectives with organizational strategy.
- ✓ Learn how to set SMART performance goals and KPIs.
- ✓ Monitor and evaluate performance using industry-relevant metrics.
- ✓ Apply performance appraisal techniques in technical environments.
- ✓ Foster accountability, motivation, and continuous improvement.
- ✓ Use performance data to support decision-making and strategic planning.
- ✓ Address challenges specific to performance management in oil, gas, and petrochemical operations.

Who should attend?

- Managers and supervisors in oil, gas, and petrochemical operations
- HR professionals and performance analysts
- Team leaders and department heads
- Project managers and technical coordinators
- HSE and compliance officers
- Professionals involved in strategy execution and operational excellence
- Anyone responsible for evaluating or improving employee or organizational performance

Program Outlines

Day One

- Introduction to Performance Management in the Energy Industry
- Strategic Alignment: Linking Performance to Business Objectives
- Key Challenges in Performance Management in Oil, Gas & Petrochemicals
- Designing and Implementing Performance Management Systems
- Setting SMART Goals and Individual Development Plans

Day Two

- Key Performance Indicators (KPIs) for Technical and Operational Roles
- Performance Metrics for Safety, Efficiency, and Productivity
- Monitoring Performance in High-Risk and Remote Environments
- Performance Appraisals: Tools, Techniques, and Frequency
- Feedback Techniques and Constructive Performance Conversations

Day Three

- Performance Coaching and Mentoring in Industrial Settings
- 360-Degree Feedback in the Oil & Gas Workplace
- Identifying and Managing Underperformance
- Linking Performance to Training and Competency Development
- Motivation and Reward Systems Based on Measurable Performance

Day Four

- Integrating HSE Performance into the Evaluation Process
- Role of Technology and Dashboards in Performance Monitoring
- Workforce Analytics and Data-Driven Decision Making
- Aligning Project KPIs with Organizational Strategy
- Managing Cross-Functional and Multicultural Teams

Day Five




- Performance in Crisis and Emergency Response Situations
- Succession Planning and Talent Pipeline Management
- Ethical and Legal Considerations in Performance Management
- Auditing and Improving the Performance Management System
- Case Studies: Best Practices in Performance Management in the Energy Sector

Training Methodology:

- Slide presentations
- Interactive discussion
- Simulations and Gamification
- Online Video material

Cost Quotation in Kuwaiti Dinars

The total cost includes:

-  Instructor(s) expenses
-  Training materials
-  Certification

Total Cost: 1400 KD per Participant
(One Thousand Four Hundred Kuwaiti Dinar)