MERCURY

Human Competency and Capability Development in the Oil and Gas Industry

23 – 27 November 2026
Kuala Lumpur (Malaysia)



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Ref: 15438_1080397 **Date:** 23 – 27 November 2026 **Location:** Kuala Lumpur (Malaysia) **Fees:** 4900 Euro

Introduction:

The significance of human competency and capability development cannot be overstated in the dynamic and challenging landscape of the oil and gas industry. As the industry continually evolves and confronts new technological and environmental demands, it requires a technically proficient workforce adept at adapting to change and innovation.

This course on human competency and capability development in the oil and gas industry is designed to enhance those in the sector's human capabilities and competencies. It equips participants with critical insights and strategies to foster professional growth and effectively contribute to the industry's success and sustainability.

Professional development and oil and gas industry training are indispensable for cultivating a capable workforce. What is the oil and gas industry? By understanding the industry's scope, challenges, and operational intricacies, we can better appreciate the human factors that drive its success. We underscore the importance of industry-specific training and how it intersects with human capability theory and development.

Targeted Groups:

- Oil and Gas Professionals, Managers, engineers, technicians, and supervisors seeking to enhance their skills and career prospects within the industry.
- Human Resource Personnel are Those responsible for designing, implementing, and managing competency development programs.
- Graduates and New Entrants are Individuals aspiring to join the industry, aiming to build a robust foundation of the human capabilities required to thrive.

Targeted Competencies:

Participants competencies in this training on human competency and capability development in the oil and gas industry will:

- Leadership and Management Skills.
- Technical Proficiency and Specialized Expertise.
- Adaptability to Technological Innovations.
- Problem-solving and Decision-Making Abilities.
- Effective Communication and Collaboration.
- Project Management and Planning.
- Health, Safety, and Environmental Compliance.

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Course Objectives:

Upon completing the course on human competency and capability development in the oil and gas industry, participants will be able to:

- Understand the critical importance of competency and capability development in achieving organizational success within the oil and gas sector.
- Identify and apply key competency frameworks and models specifically tailored to the unique environment of the oil and gas industry.
- Analyze an organization's current state of human capability and strategize improvements based on the definition of human capabilities and approach.
- Develop tailored competency development strategies aligned with industry trends and the organization's strategic goals.
- Apply effective techniques for talent identification, assessment, and development.
- Embrace technological advancements and integrate them into competency development initiatives to optimize human competency and capability.
- Foster a strong culture of continuous learning and professional development, thus enhancing individual and organizational human competencies.
- Implement performance management systems that assess, measure, and encourage the progression of competencies and capabilities.
- Adopt effective change management practices within the context of competency development programs, ensuring adaptability and resilience in a fluctuating industry landscape.
- Contribute to a safer, more efficient, and sustainable oil and gas industry through enhanced human capabilities.

Course Outline:

Unit 1: Introduction to Competency Development in the Oil and Gas Industry:

- Importance of Competency Development.
- Impact on Organizational Performance.
- Industry Trends and Challenges.
- Role of Competencies in Talent Retention.
- Competency-based Recruitment Strategies.
- Competency Mapping Across Job Roles.

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Unit 2: Competency Frameworks and Models:

- Understanding Competency Frameworks.
- Competency Models in Oil and Gas.
- Aligning Competencies with Organizational Goals.
- Competency-based Career Pathing.
- Integration of Technical and Soft Skills.
- Global Competency Standards and Certifications.

Unit 3: Competency Assessment and Gap Analysis:

- Methods of Competency Assessment.
- Conducting Gap Analysis.
- Identifying Development Needs.
- Competency-based Performance Appraisals.
- Feedback and Development Planning.
- Continuous Monitoring and Updating of Competencies.

Unit 4: Designing Competency Development Strategies:

- Building Competency Profiles.
- Customizing Training and Development Programs.
- Leveraging Industry Best Practices.
- Developing Cross-functional Competencies
- Competency-based Succession Planning.
- Competency-centered Learning Modules.

Unit 5: Integrating Technology in Competency Development:

- Role of Technology in Skill Enhancement.
- E-Learning and Virtual Training.
- Gamification and Simulation for Skill Building.
- Virtual Reality VR for Practical Skill Training.
- Competency-focused Learning Management Systems.
- Mobile Apps for Microlearning and Skill Reinforcement.

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Unit 6: Performance Management for Competency Progression:

- Setting Clear Performance Metrics.
- Monitoring and Evaluating Competency Development.
- Providing Constructive Feedback.
- Competency-based Reward and Recognition Programs.
- Addressing Skill Gaps through Performance Improvement Plans.
- Competency-linked KPIs for Appraisal and Promotion.

Unit 7: Creating a Culture of Continuous Learning:

- Developing a Learning Organization.
- Encouraging Employee Engagement.
- Promoting Self-Directed Learning.
- Knowledge Sharing and Communities of Practice.
- Competency-focused Workshops and Seminars.
- Mentoring and Coaching for Competency Growth.

Unit 8: Change Management in Competency Development:

- Navigating Organizational Change.
- Overcoming Resistance to Change.
- Ensuring Sustainable Competency Growth.
- Communication Strategies for Competency Initiatives.
- Change Agents and Champions for Competency Development.
- Embedding Competencies in Organizational DNA.

Unit 9: Case Studies and Industry Insights:

- Success Stories in Competency Development.
- Learning from Industry Leaders.
- Applying Lessons to Real-world Scenarios.
- Challenges Faced and Solutions Implemented.
- Innovations in Competency Development Methods.
- Industry-specific Case Studies in Upstream, Midstream, and Downstream Sectors.

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Unit 10: Future Trends in Human Competency Development:

- Anticipating Industry Changes.
- Adaptation to Emerging Technologies.
- Preparing for Evolving Competency Needs.
- Competencies for Sustainable Energy Transition.
- Addressing the Skills Gap in Emerging Oil and Gas Technologies.
- Exploring AI and Automation in Competency Development.