

COURSE OVERVIEW LS0099-3D
Strategic and Motivational Leadership

Course Title

Strategic and Motivational Leadership

Course Date/Venue

Session 1: August 30-September 01, 2026/Sur Meeting Room, Royal Tulip Muscat, Muscat, Oman

Session 2: November 22-24, 2026/Tamra Meeting Room, Al Bandar Rotana Creek, Dubai, UAE



Course Reference

LS0099-3D



Course Duration/Credits

Three days/1.8 CEUs/18 PDHs

Course Description



70% of this course is practical sessions where participants will be engaged in a series of interactive small groups, class workshops and role-plays.



This course is designed to provide participants with a detailed and up-to-date overview of Strategic Leadership in the Petroleum Industry. It covers the global petroleum industry landscape, industry economics, value drivers and competitive strategy in oil and gas; the strategic risk in petroleum operations, energy transition, sustainability strategy and strategic decision-making in volatile markets; the corporate strategy formulation, capital allocation and investment strategy, mergers, acquisitions and partnerships; and the project portfolio managements, digital transformation strategy, governance and board-level strategy.



Further, the course will also discuss the strategy executive frameworks, operational excellence and cost leadership and health, safety and environmental (HSE) leadership; the supply chain and procurement strategy, technology and innovation strategy; leading through crisis and disruption, strategic leadership competencies and organizational design; and the transformation and talent strategy and workforce planning.

During this interactive course, participants will learn the stakeholder and government relations, diversity, equity and inclusion in energy, ethics, compliance and anti-corruption; the portfolio diversification and energy transition, financial strategy and investor relations including innovation and business model reinvention; and the strategic negotiation, high-stakes decision making, personal leadership strategy and executive impact.

Course Objectives/Outcomes & Benefits for the Participants

Upon the successful completion of this course, each participant will be able to:-

- Apply and gain an in-depth knowledge on strategic leadership in the petroleum industry
- Discuss global petroleum industry landscape, industry economics and value drivers and competitive strategy in oil and gas
- Carryout strategic risk in petroleum operations, energy transition and sustainability strategy and strategic decision-making in volatile markets
- Apply corporate strategy formulation, capital allocation and investment strategy and mergers, acquisitions and partnerships
- Employ project portfolio managements, digital transformation strategy and governance and board-level strategy
- Recognize strategy executive frameworks and apply operational excellence and cost leadership and health, safety and environmental (HSE) leadership
- Carryout supply chain and procurement strategy, technology and innovation strategy and leading through crisis and disruption
- Recognize strategic leadership competencies and apply organizational design and transformation and talent strategy and workforce planning
- Apply stakeholder and government relations, diversity, equity and inclusion in energy as well as ethics, compliance and anti-corruption
- Discuss portfolio diversification and energy transition, financial strategy and investor relations including innovation and business model reinvention
- Apply strategic negotiation and high-stakes decision making and personal leadership strategy and executive impact

Exclusive Smart Training Kit - H-STK®



Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The H-STK® consists of a comprehensive set of technical content which includes electronic version of the course materials conveniently saved in a Tablet PC.

Who Should Attend


This course provides an overview of all significant aspects and considerations of strategic leadership in the petroleum industry for senior executives and C-level leaders, strategy and corporate development professionals, operations and project managers, finance and investment teams, energy transition and sustainability leaders, innovation and technology leaders, human resources and talent leaders, regulatory, legal and compliance professionals, consultants and advisors.

Course Certificate(s)


Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours.

Certificate Accreditations

Haward’s certificates are accredited by the following international accreditation organizations: -

-  British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward’s certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

-  The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology’s courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units** (CEUs) in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **1.8 CEUs** (Continuing Education Units) or **18 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant’s involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant’s CEU and PDH Transcript of Records upon request.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.



Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



Mr. Jerome Topley, PgDip (on going), BSc, is a **Senior Management Consultant** with over **30 years** of extensive experience. His expertise lies extensively in the areas of **Leadership Skills, Communication & Interpersonal Skills, Performance & Creativity Skills, Listening Skills, Negotiation Skills, Persuasion & Assertiveness Skills, Time & Stress Management, Influencing Techniques, Conflict Management, Business Writing Skills, Writing Business Correspondence & Document Control, Writing Memos & Business Letters, Business & Technical Report Writing, Communication Skills, Business Communication Etiquette, Interpersonal Skills, Presentation Skills, Organizational & Leadership Skills, Coaching & Mentoring, Self & Personal Development, Creative Problem Solving, Performance Management, Conflict Management, Talent Management, Risk Management, Resource Management, Emotional Intelligence, Customer Service, Persuasion Techniques, Supervisory Skills, Public Relations & Corporate Communication, Strategic Planning & Creative Thinking, Human Resource Management and Performance Assessment & Appraisal.** Further, he is also well-versed in **Broadcasting, News & Sport Reporting, Presentation Skills, Communication Skills, Problem Solving & Decision Making, Pharmaceutical Environment, Ophthalmology, Surgical Instruments & Endocrinology, Agricultural Productivity, Plants Farming, Cultivation & Harvesting and Agricultural Mechanics.**

During Mr. Topley’s career life, he had occupied several significant positions and dedication as the **Executive Director, Chief of Staff, General Manager, Producer/Presenter, Public Broadcaster Talk Show Host, Stand-in Presenter, Radio Presenter, News Reader, Medical Technician and Detailing Medical Representative in Ophthalmology, Surgical Instrument and Endocrinology** from various companies and institution such as Wyeth, Topley Consulting, SABC Afrikaans Radio, Ministry of Agriculture, Agri Mega Group and Western Cape Education Department.

Mr. Topley has a **Bachelor** degree with Honours in **Business Management**, a **National Diploma in Education** and currently enrolled in **Post-Graduate Diploma in Business Management.** Further, he is a **Certified Instructor/Trainer, a Certified Internal Verifier/Assessor/Trainer** by the **Institute of Leadership & Management (ILM)**, a **Qualified Medical Technician in Chemical Pathology**, a **Registered Medical Technology Student** and holds a **Professional Development Certificate in Outcomes-Based Assessment Techniques.** He has further delivered innumerable trainings, courses, workshops and seminars globally.

Course Fee

US\$ 3,750 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Training Methodology

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:-

30% Lectures

70% Practical Exercises, Case Studies, Engaging Slides/Games, Customized Videos, Site Visits, Simulations, Role Play, Group Skill Sessions, Outdoor & Indoor Activities, Ice Breaking Activities, Group Activities and E-learning associated with the course topic is preferred

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Learning Design & Customization

This course can be customized to the exact requirements of clients. Haward Technology is so proud of our huge capabilities in tailoring our courses to the training needs of our valued clients.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the workshop for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1

0730 – 0800	<i>Registration & Coffee</i>
0800 – 0815	<i>Welcome & Introduction</i>
0815 – 0830	PRE-TEST
0830 – 0900	Global Petroleum Industry Landscape <i>Global Supply-Demand Fundamentals • OPEC+, Geopolitics, and Energy Security • Upstream, Midstream, Downstream Value Chains • Emerging Energy Transition Pressures</i>
0900 – 0930	Industry Economics & Value Drivers <i>Capital Intensity and Cost Structures • Oil Price Cycles and Volatility Management • Reserves Valuation and Asset Economics • Shareholder Value versus Stakeholder Expectations</i>
0930 - 1000	Competitive Strategy in Oil & Gas <i>Porter's Five Forces in Petroleum Markets • NOC versus IOC Strategic Positioning • Competitive Advantage in Mature versus Frontier Basins • Strategic Alliances and Joint Ventures</i>
1000 – 1015	<i>Break</i>
1015 – 1045	Strategic Risk in Petroleum Operations <i>Political and Regulatory Risks • Market and Price Risk Exposure • Operational and Project Execution Risk • Environmental and Reputational Risk</i>
1045 – 1115	Energy Transition & Sustainability Strategy <i>Decarbonization Pressures and Net-Zero Commitments • Carbon Markets and Emissions Management • Portfolio Diversification into Renewables • ESG Strategy and Reporting Frameworks</i>



1115 - 1145	Strategic Decision-Making in Volatile Markets Scenario Planning for Oil Price Fluctuations • Real Options Thinking in Capital Projects • Risk-Adjusted Investment Decisions • Crisis Leadership During Market Shocks
1145 - 1215	Corporate Strategy Formulation Vision and Strategic Intent in Petroleum Firms • Growth versus Consolidation Strategies • Portfolio Optimization Approaches • Strategic Planning Cycles
1215 - 1230	Break
1230 - 1300	Capital Allocation & Investment Strategy Capital Budgeting in Mega Projects • Risk-Weighted Return Analysis • Capital Discipline and Governance • Divestment and Asset Rationalization
1300 - 1330	Mergers, Acquisitions & Partnerships Strategic Rationale for M&A in Oil & Gas • Due Diligence in Petroleum Assets • Post-Merger Integration Challenges • Strategic Joint Ventures and PSC Structures
1330 - 1420	Project Portfolio Management Upstream Exploration Portfolio Balancing • Managing Megaproject Risk • Stage-Gate Investment Models • Balancing Short-Term Cash Flow versus Long-Term Growth
1420 - 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day One

Day 2

0730 - 0815	Digital Transformation Strategy Digital Oilfield Concepts • AI, Predictive Maintenance, and Data Analytics • Cybersecurity Strategy in Petroleum Operations • ROI of Digital Investments
0815 - 0900	Governance & Board-Level Strategy Role of Board in Petroleum Strategy • Compliance and Regulatory Oversight • Transparency and Reporting Requirements • Ethical Leadership in High-Risk Environments
0900 - 0930	Strategy Execution Frameworks Translating Strategy into Operational KPIs • Balanced Scorecard in Oil & Gas • Alignment Across Upstream, Midstream, Downstream • Strategy Communication Across the Enterprise
0930 - 0945	Break
0945 - 1030	Operational Excellence & Cost Leadership Lean Operations in Upstream Production • Supply Chain Optimization • Asset Integrity Management • Benchmarking and Performance Metrics
1030 - 1100	Health, Safety & Environmental (HSE) Leadership Process Safety Management Systems • Safety Culture Transformation • Environmental Risk Mitigation • Crisis Response Leadership
1100 - 1130	Supply Chain & Procurement Strategy Strategic Sourcing in Petroleum Projects • Local Content Requirements • Contracting Strategies (EPC, EPCM, Alliances) • Managing Supplier Risk



1130 – 1215	Technology & Innovation Strategy Enhanced Oil Recovery (EOR) Strategy • LNG and Gas Monetization Technologies • Carbon Capture and Storage (CCS) • Innovation Governance Frameworks
1215 – 1230	Break
1230 – 1300	Leading through Crisis & Disruption Oil Price Crash Response Strategies • Pandemic and Geopolitical Disruptions • Operational Continuity Planning • Reputation and Stakeholder Communication
1300 – 1330	Strategic Leadership Competencies Visionary Leadership in Capital-Intensive Industries • Decision-Making Under Uncertainty • Ethical Leadership in Extractive Industries • Adaptive Leadership in Energy Transition
1330 – 1420	Organizational Design & Transformation Centralized versus Decentralized Models • Matrix Structures in Global Operations • Restructuring During Downturns • Change Management in Legacy Organizations
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day Two

Day 3

0730 – 0800	Talent Strategy & Workforce Planning Succession Planning in Technical Roles • Attracting Next-Generation Talent • Competency Development Frameworks • Managing Expatriate and Local Workforce Balance
0800 – 0830	Stakeholder & Government Relations Managing Host Government Relationships • Community Engagement Strategies • Social License to Operate • Negotiation Strategies in Resource Contracts
0830 – 0900	Diversity, Equity & Inclusion in Energy Gender Inclusion in Technical Fields • Leadership Pipeline Diversity • Cultural Intelligence in Multinational Teams • Measuring DEI Impact
0900 – 0930	Ethics, Compliance & Anti-Corruption Anti-Bribery Laws (FCPA, UK Bribery Act) • Compliance Frameworks • Transparency Initiatives (EITI) • Building a Culture of Integrity
0930 – 0945	Break
0945 – 1030	Long-Term Energy Scenarios IEA and Global Demand Forecasts • Peak Oil Debates and Energy Mix Projections • Geopolitical Shifts in Energy Supply • Scenario-Based Strategic Planning
1030 – 1100	Portfolio Diversification & Energy Transition Gas as Transition Fuel Strategy • Renewable Investments within Oil Majors • Hydrogen and Alternative Fuels • Strategic Divestment of Carbon-Intensive Assets
0945 – 1100	Financial Strategy & Investor Relations Shareholder Activism in Energy • ESG-Driven Investment Trends • Capital Market Communication Strategy • Balancing Dividends versus Reinvestment



1100 – 1215	Innovation & Business Model Reinvention <i>Integrated Energy Company Model • Platform-Based Ecosystems • Digital-Enabled Business Models • Venture Capital Arms and Corporate Innovation</i>
1215 – 1230	<i>Break</i>
1230 – 1300	Strategic Negotiation & High-Stakes Decision Making <i>Production Sharing Contracts (PSC) Negotiation • Cross-Border Deal-Making • Managing Political Risk in Negotiations • Crisis Negotiation Strategy</i>
1300 – 1345	Personal Leadership Strategy & Executive Impact <i>Executive Presence in Technical Industries • Strategic Communication for Senior Leaders • Board and Investor Engagement Skills • Developing a Personal Leadership Roadmap</i>
1345 – 1400	Course Conclusion <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course</i>
1400 – 1415	POST-TEST
1415 – 1430	<i>Presentation of Course Certificates</i>
1430	<i>Lunch & End of Course</i>

Practical Sessions

70% of this highly-interactive course is practical sessions. Theory learnt (30%) will be applied using various role-plays, case studies and practical sessions.



Course Coordinator

Mari Nakintu, Tel: +971 2 30 91 714, Email: mari1@haward.org