Haward Technology Middle East

COURSE OVERVIEW SS0780
Supervisory, Leadership, Coaching & Mentoring

Course Title
Supervisory, Leadership, Coaching & Mentoring

Course Date/Venue
June 23-27, 2025/TBA Meeting Room, The LaLiT London, London, United Kingdom

Course Reference
SS0780

Course Duration/Credits
Five days/3.0 CEUs/30 PDHs

Course Description

80% 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 Supervisory, Leadership, Coaching and Mentoring. It covers the role of a leader in the IT sector; the specific challenges in the petrochemical industry; the difference between leadership and management; the essential leadership theories and styles; the personal leadership styles and their impacts on team dynamics; the techniques for setting clear and achievable goals; the verbal and non-verbal communication skills, active listening, and feedback mechanisms; building a high-performance teams and creating various strategies to manage and resolve conflicts effectively within a team.

Further, the course will also discuss the intrinsic and extrinsic motivators specific to IT professionals; delegating effectively to ensure accountability and empowerment; the tools and strategies for effectively leading remote or partially remote IT teams; fostering an inclusive environment in a multicultural setting; the difference between coaching, mentoring, and directing; the coaching models like GROW and OSCAR; the active listening, asking powerful questions and constructive feedback; developing coaching approaches to nurture IT talent effectively; and implementing feedback loops to promote continuous improvement.

During this interactive course, participants will learn the change management, innovation leadership, crisis management and ethical leadership and compliance; establishing and monitoring key performance indicators; preparing for future leadership by nurturing potential leaders and the role of a mentor; the steps to designing and implementing a successful mentoring program; the strategies to assist team members with long-term career planning; and the effective plans for personal and professional growth.

Course Objectives

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

- Apply and gain an in-depth knowledge on supervisory, leadership, coaching and mentoring

- Discuss the role of a leader in the IT sector including the specific challenges in the petrochemical industry

- Identify the difference between leadership and management and discuss essential leadership theories and styles

- Identify personal leadership styles and their impacts on team dynamics

- Carryout techniques for setting clear and achievable goals as well as enhance verbal and non-verbal communication skills, active listening, and feedback mechanisms

- Build a high-performance team and create various strategies to manage and resolve conflicts effectively within a team

- Recognize intrinsic and extrinsic motivators specific to IT professionals

- Delegate effectively to ensure accountability and empowerment and use tools and strategies for effectively leading remote or partially remote IT teams

- Foster an inclusive environment in a multicultural setting and discuss the difference between coaching, mentoring, and directing

- Identify coaching models like GROW and OSCAR and apply active listening, asking powerful questions and providing constructive feedback

- Develop coaching approaches to nurture IT talent effectively and implement feedback loops to promote continuous improvement

- Apply change management, innovation leadership, crisis management and ethical leadership and compliance

- Establish and monitor key performance indicators

- Prepare for future leadership by nurturing potential leaders and identify the role of a mentor

- Apply steps to design and implement a successful mentoring program

- Use strategies to assist team members with long-term career planning and create effective plans for personal and professional growth

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 supervisory, leadership, coaching and mentoring for supervisors and managers, project managers, team leaders, aspiring leaders, human resource professionals and other technical and management staff.

Training Methodology

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

20% Lectures
80% Practical Exercises, Case Studies, Games, Customized Videos, Site Visits, Simulations, Role Play, Group Skill Sessions, Outdoor & Indoor Activities

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

Course Fee

US$ 8,800 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Accommodation

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

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

Certificates are accredited by the following international accreditation organizations: -

- **BAC** British Accreditation Council (BAC)

  Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. 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 **3.0 CEUs** (Continuing Education Units) or **30 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.

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:

Dr. John Petrus, PhD, MSc, BSc, is a **Senior Management Consultant** with over **30 years** of **onshore & offshore** experience within the **Oil & Gas**, **Refinery** and **Petroleum** industries. His wide experience covers in the areas of **Leadership** & **Performance** Management, **Leadership** Development, **Advanced Supervisory**, **Communication** & **Interpersonal** Skills, **Team Management** & **Leadership**, **Strategic Leadership** Planning, **Supervisory** & **Leadership** Skills, Sustainable **Leadership**, **Leadership & Teambuilding**, **Leadership** & **Management**, **Leadership Paradigm**, **Team Leadership**, Safety **Leadership**, **Presentation** Skills, **Administration** & Management Skills, **Negotiation** Skills & Managing **Conflict**, **Communication & Listening** Skills, **Advanced Analytics** in Oil & Gas, **Business Intelligence Data Analytics**, Audit Analytics & Computer-Assisted Audit Techniques (**CAATs**), **Basic Database** Concepts & Data Formats, **Data Analysis** Cycle & Best Practices, **Data Importing & Integrity** Verification, **Advanced Analytics Tools** in **Auditing**, Leveraging **AI & Machine Learning** in **Audits**, **Data Mining Techniques** for Auditors, **Data Analytics** for Managerial Decision Making, **Business Process Analysis**, Mapping & Modeling, **Research Methods & Analysis**, **Statistical Data Needs Analysis**, Oil & Gas Industry **Business Environment & Competitive Intelligence Gathering & Analysis**, Petroleum **Economics & Risk Analysis**, Certified **Data Analysis**, **Risk Management** & SWIFT Analysis, Best Practices Management System (**BPMS**), **GIS System** Management, **Database** Management, Strategic Planning, Best Practices and Workflow, **Quality** Management, **Project** Management and **Risk Assessment** & Uncertainty Evaluation. Further, he is also well-versed in **seismic interpretation**, **mapping** & **reservoir modelling tools** like **Petrel** software, **LandMark**, **Seisworks**, **Geoframe**, **Zmap** and has extensive knowledge in MSDos, Unix, **AutoCAD**, MAP, Overlay, Quicksurf, 3DStudio, **Esri ArcGIS**, Visual Lisp, Fortran-77 and Clipper. Moreover, he is a world **expert** in **analysis** and **modelling** of **fractured prospects** and **reservoirs** and a **specialist** and **developer** of **fracture modelling software tools** such as FPDM, FMX and DMX Protocols.

During his career life, Dr. Petrus held significant positions and dedication as the **Executive Director**, **Senior Geoscience Advisor**, **Exploration Manager**, **Project Manager**, **Manager**, **Chief Geologist**, **Chief** of **Exploration**, **Chief** of **Geoscience**, **Senior Geosciences Engineer**, **Senior Explorationist**, **Senior Geologist**, **Geologist**, **Senior Geoscientist**, **Geomodeller**, **Geoscientist**, **CPR Editor**, **Resources Auditor**, **Project Leader**, **Technical Leader**, **Team Leader**, **Scientific Researcher** and **Senior Instructor/Trainer** from various international companies and universities such as the Dragon Oil Holding Plc., ENOC, MENA, ENI Group of Companies, Ocre Geoscience Services (OGS), Burren RPL, Ministry of Oil-Iraq, Eni Corporate University, Standford University, European Universities, European Research Institutes, NorskHydro Oil Company, Oil E&P Companies, just to name a few.

Dr. Petrus has a **PhD** in **Geology** and **Tectonophysics** and **Master's** and **Bachelor's** degree in **Earth Sciences** from the **Utrecht University**, **The Netherlands**. Further, he is a **Certified Instructor/Trainer**, a **Certified Trainer/Assessor/Internal Verifier** by the **Institute of Leadership & Management** (**ILM**), a Secretary and Treasurer of Board of Directors of Multicultural Centre, Association Steunfonds SSH/SSR and Founding Member of Sfera Association. He has further published several scientific publications, journals, research papers and books and delivered numerous trainings, workshops, courses, seminars and conferences internationally.

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:   **Monday, 23rd of June 2025**

0730 – 0800	Registration & Coffee
0800 – 0815	Welcome & Introduction
0815 – 0830	**PRE-TEST**
0830 – 0930	**Introduction to Leadership:** Understanding the Role of a Leader in the IT Sector, Including the Specific Challenges in the Petrochemical Industry
0930 – 0945	Break
0945 – 1030	**Leadership versus Management:** Key Differences, & When to Lead Versus When to Manage
1030 – 1130	**Leadership Theories & Styles:** Overview of Essential Leadership Theories (E.G., Transformational, Transactional, Situational Leadership) & Determining the Best Fit for Personal & Organizational Needs
1130 – 1215	**Understanding Your Leadership Style:** Self-Assessment Exercises to Identify Personal Leadership Styles & Their Impacts on Team Dynamics
1215 – 1230	Break
1230 – 1330	**Setting Goals & Objectives:** Techniques for Setting Clear, Achievable Goals
1330 – 1420	**Communication Skills:** Enhancing Verbal & Non-Verbal Communication Skills, Active Listening, & Feedback Mechanisms
1420 – 1430	**Recap**
1430	Lunch & End of Day One

Day 2:   **Tuesday, 24th of June 2025**

0730 – 0830	**Team Dynamics & Performance Management:** Building High-Performance Teams & Understanding Team Roles
0830 – 0930	**Conflict Resolution Techniques:** Strategies to Manage & Resolve Conflicts Effectively Within a Team
0930 – 0945	Break
0945 – 1100	**Motivating IT Teams:** Understanding Intrinsic & Extrinsic Motivators Specific to IT Professionals
1100 – 1215	**Delegation Skills:** How to Delegate Effectively, Ensuring Accountability & Empowerment
1215 – 1230	Break
1230 – 1330	**Managing Remote Teams:** Tools & Strategies for Effectively Leading Remote or Partially Remote IT Teams
1330 – 1420	**Diversity & Inclusion:** Fostering an Inclusive Environment in a Multicultural Setting Like Dubai
1420 – 1430	**Recap**
1430	Lunch & End of Day Two

Day 3:   **Wednesday, 25th of June 2025**

0730 – 0830	**Fundamentals of Coaching:** Difference Between Coaching, Mentoring, & Directing
0830 – 0930	**Coaching Models:** Introduction to Popular Models Like GROW & OSCAR
0930 – 0945	Break
0945 – 1100	**Skills for Effective Coaching:** Active Listening, Asking Powerful Questions, & Providing Constructive Feedback

1100 – 1215	**Scenario-Based Coaching Practice:** *Real-Life Scenarios Common in IT Projects for Hands-On Coaching Practice*
1215 – 1230	*Break*
1230 – 1330	**Developing IT Talent:** *Tailoring Coaching Approaches to Nurture IT Talent Effectively*
1330 – 1420	**Feedback Mechanisms:** *Implementing Feedback Loops to Promote Continuous Improvement*
1420 – 1430	**Recap**
1430	*Lunch & End of Day Three*

Day 4:   *Thursday, 26th of June 2025*

0730 – 0830	**Change Management:** *Leading Through Change, Particularly Digital Transformation Initiatives in the Petrochemical Sector*
0830 – 0930	**Innovation Leadership:** *Encouraging Innovation Within Teams, Managing Cr Processes*
0930 – 0945	*Break*
0945 – 1100	**Crisis Management:** *Strategies to Handle IT Crises, Such as Security Breaches or System Downtimes*
1100 – 1215	**Ethical Leadership & Compliance:** *Upholding Ethical Standards & Ensuring Compliance with IT Regulations*
1215 – 1230	*Break*
1230 – 1330	**Performance Metrics & KPIs:** *Establishing & Monitoring Key Performance Indicators for IT Projects*
1330 – 1420	**Succession Planning:** *Preparing for Future Leadership by Nurturing Potential Leaders*
1420 – 1430	**Recap**
1430	*Lunch & End of Day Four*

Day 5:   *Friday, 27th of June 2025*

0730 – 0930	**The Role of a Mentor:** *Differences Between Mentoring & Coaching, & the Role of a Mentor in Career Development*
0930 – 0945	*Break*
0945 - 1100	**Building a Mentoring Program:** *Steps to Design & Implement a Successful Mentoring Program*
1100 - 1230	**Long-Term Career Development:** *Strategies to Assist Team Members with Long-Term Career Planning*
1230 - 1245	*Break*
1245 - 1345	**Personal Development Plans:** *Creating Effective Plans for Personal & Professional Growth*
1345 – 1400	**Course Conclusion**
1400 – 1415	**POST-TEST**
1415 – 1430	*Presentation of Course Certificates*
1430	*Lunch & End of Course*

Practical Sessions

80% of this highly-interactive course is practical sessions. Theory learnt (20%) will be applied using various role-plays, case studies and practical sessions.

Course Coordinator

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