

COURSE OVERVIEW HM0114
Human Resource Champions

Course Title

Human Resource Champions

Course Date/Venue

February 09-13, 2025/Meeting Plus 8, City Centre Rotana Doha Hotel, Doha, Qatar

Course Reference

HM0114

Course Duration/Credits

Five days/3.0 CEUs/30 PDHs



Course Description



This practical and highly-interactive course includes real-life case studies and exercises where participants will be engaged in a series of interactive small groups and class workshops.

This course is designed to provide delegates with a detailed and up-to-date overview of Human Resource Champions. It covers the role and importance of HR in the oil and gas sector; aligning HR strategies with business goals specifically in oil and gas production; developing techniques for effective workforce management, forecasting needs and planning; the innovative approaches to attract and recruit talent in a competitive market; the effective engagement strategies that drive performance; and the HR analytics and its application in decision-making.



Further, the course will also discuss the effective training programs tailored to the needs of the oil and gas industry; creating clear career paths and preparing for future leadership; the effective appraisal systems to boost productivity; developing techniques to reduce turnover and retain top talent in a volatile industry; fostering the next generation of leaders within the company and managing cultural diversity in multinational corporations; developing strategies for managing organizational change; handling labor issues and union relation in the oil and gas sector; integrating HSE with HR practice and initiating to improve employee health and well-being; and the compliance of labor laws and ethical standards.



During this interactive course, participants will learn the leveraging technology in HR practices and the role of HR in strategic decision-making; preparing for and responding to crises affecting the workforce; addressing issues faced in the global oil and gas market; the HR's role in enhancing overall business performance and acting as a mediator between employees and management; the sustainable and responsible practices in HR and adapting to digital changes and technology adoption; building strategies for developing adaptability and resilience; and the effective planning amid fluctuating oil prices and market dynamics.

Course Objectives

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

- Apply and gain an in-depth knowledge on human resource
- Define the role and importance of HR in the oil and gas sector and align HR strategies with business goals specifically in oil and gas production
- Develop techniques for effective workforce management, forecasting needs and planning
- Employ innovative approaches to attract and recruit talent in a competitive market and explore effective engagement strategies that drive performance
- Explain HR analytics and its application in decision-making
- Design effective training programs tailored to the needs of the oil and gas industry as well as create clear career paths and prepare for future leadership
- Implement effective appraisal systems to boost productivity and develop techniques to reduce turnover and retain top talent in a volatile industry
- Foster the next generation of leaders within the company, and manage cultural diversity in multinational corporations
- Develop strategies for managing organizational change effectively
- Handle labor issues and union relation in the oil and gas sector and integrate the HSE with HR practice
- Design initiatives to improve employee health and well-being and comply with labor laws and ethical standards
- Discuss the leveraging technology in HR practices and reinforce the role of HR in strategic decision-making
- Prepare for and respond to crises affecting the workforce and address issues faced in the global oil and gas market
- Discuss the HR's role in enhancing overall business performance and act as a mediator between employees and management
- Incorporate sustainable and responsible practices in HR and adapt to digital changes and technology adoption
- Apply strategies for developing adaptability and resilience and effective planning amid fluctuating oil prices and market dynamics

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 human resource champions for HR professionals, business leaders, managers and supervisors, organizational development practitioners, talent development specialists, change agents and recruiters.

Training Methodology

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

- 30% Lectures
- 20% Practical Workshops & Work Presentations
- 30% Hands-on Practical Exercises & Case Studies
- 20% Simulators (Hardware & Software) & Videos

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

Course Fee

US\$ 6,000 per Delegate. 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:

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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.

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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.

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. Drag Zic is a **Senior Human Resource & Management Consultant** with over **30 years** of training and industrial experience. His expertise lies extensively in the areas of **People Management Essentials, Strategic Recruitment, Interviewing & Selection, Human Capital Asset Management, Human Resource Development, Human Resource Management, Career Development & Succession Planning Strategies, HR Management System, Human Relation Skills & EQ Intelligence, Leading Effective Meetings, Leadership & Business, Presentation Skills, Decision Making Skills, Communication Skills, Negotiation Skills, Coaching & Mentoring, Performance Management, Customer Service Management, Critical Thinking & Creativity, Quality Management, Risk Management, Data Management Systems, R&D and Research Management, Project Management, Planning, Budgeting & Cost Control, Document Management, Record Management and Contract Management.** Further, he is well-versed in Analytical & Chemical Laboratory Management, Statistical Analysis of Laboratory Data, Statistical Method Validation & Laboratory Auditing, Sample Development & Preparation in Analytical Laboratory, Data Analysis Techniques, Laboratory Quality Management (ISO 17025), Applied Research & Technology, Basic Geology, Quality Assurance Assessment, Quantified Risk Assessment (**QRA**) as well as in Seismic Monitoring Systems, Seismological Software (4di, Xmts, OptiNet and ErrMap), Data Analysis, Rock Mass Stability Analysis, Seismic Budget Planning & Productivity Improvement Analysis, HazMap, ISO Standards as well as Balance Scorecard. He is currently the **Director & Principal Consultant** of **DRAMI** wherein he is responsible in formulating and executing the plans for applied research and technology transfer.

During Mr. Zic's career life, he had occupied several significant positions as the **Programme Manager, Managing Member, Rock Engineering Manager, Contract Manager, HR Manager, Consultant/Lecturer, Mine Seismologist, Data Analyst** and **Assistant Analyst** from different international companies.

Mr. Zic is a **Professional Natural Scientist**, has a **Bachelor** degree in **Geology**, a **Diploma** in **Management Development Programme** and currently enrolled for **Phd** in **Wits University**. Further, he is a **Certified Instructor/Trainer**, a **Certified Trainer/Assessor** by the **Institute of Leadership & Management (ILM)** and an active member of various professional engineering bodies internationally like the **European Geosciences Union (EGU)**, the **Canadian Institute of Mining (CIM)**, the **Project Management South Africa (PSMA)**, the **European Association of Geoscientists and Engineers (EAGE)**, the **South African Council for Natural Scientific Professions (SACNASP)**, the **International Society for Rock Mechanics (ISRM)** and the **South African Geophysical Association (SAGA)**. He has further delivered numerous trainings, workshops, conferences and seminars internationally.

Course Program

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

Day 1: Sunday, 09th of February 2025

0730 – 0800	Registration & Coffee
0800 – 0815	Welcome & Introduction
0815 – 0830	PRE-TEST
0830 – 0900	Introduction to Human Resource Champions: Defining the Role and Importance of HR in the Oil and Gas Sector
0900 – 0930	Strategic HR Management: Aligning HR Strategies with Business Goals Specifically in Oil and Gas Production
0930 – 0945	Break
0945 – 1030	Workforce Planning: Techniques for Effective Workforce Management, Forecasting Needs, and Planning
1030 – 1130	Talent Acquisition Strategies: Innovative Approaches to Attracting and Recruiting Talent in a Competitive Market
1130 – 1245	Break
1245 – 1320	Employee Engagement Models: Exploring Effective Engagement Strategies that Drive Performance
1320 – 1420	Data-Driven HR: Introduction to HR Analytics and its Application in Decision-Making
1420 – 1430	Recap
1430	Lunch & End of Day One

Day 2: Monday, 10th of February 2025

0730 – 0830	Training & Development: Designing Effective Training Programs Tailored to the Needs of the Oil and Gas Industry
0830 – 0930	Career Pathing & Succession Planning: Creating Clear Career Paths and Preparing for Future Leadership
0930 – 0945	Break
0945 – 1100	Performance Management Systems: Implementing Effective Appraisal Systems to Boost Productivity
1100 – 1230	Retention Strategies: Techniques to Reduce Turnover and Retain Top Talent in a Volatile Industry
1230 – 1245	Break
1245 – 1330	Leadership Development: Fostering the Next Generation of Leaders within the Company
1330 – 1420	Cultural Competence in HR: Understanding and Managing Cultural Diversity in Multinational Corporations
1420 – 1430	Recap
1430	Lunch & End of Day Two

Day 3: Tuesday, 11th of February 2025

0730 – 0830	Change Management: Strategies for Managing Organizational Change Effectively
0830 – 0930	Labor Relations: Handling Labor Issues and Union Relations in the Oil and Gas Sector
0930 – 0945	Break



0945 – 1100	Health, Safety, & Environment (HSE) HR Policies: Integrating HSE with HR Practices
1100 – 1230	Employee Well-being Programs: Designing Initiatives to Improve Employee Health and Well-Being
1230 – 1245	Break
1245 – 1330	Legal Compliance & Ethics: Staying Compliant with Labor Laws and Ethical Standards
1330 – 1420	Advanced HR Technologies: Leveraging Technology in HR Practices (AI, Machine Learning)
1420 – 1430	Recap
1430	Lunch & End of Day Three

Day 4: Wednesday, 12th of February 2025

0730 – 0830	HR as a Business Partner: Reinforcing the Role of HR in Strategic Decision-Making
0830 – 0930	Crisis Management & HR's Role: Preparing for and Responding to Crises Affecting the Workforce
0930 – 0945	Break
0945 – 1100	Global HR Management Challenges: Addressing Issues Faced in the Global Oil and Gas Market
1100 – 1230	Driving Organizational Performance: HR's Role in Enhancing Overall Business Performance
1230 – 1245	Break
1245 – 1330	Employee Advocacy: Acting as a Mediator Between Employees and Management.
1330 – 1420	Sustainability in HR Practices: Incorporating sustainable and responsible practices in HR
1420 – 1430	Recap
1430	Lunch & End of Day Four

Day 5: Thursday, 13th of February 2025

0730 – 0830	Innovative HR Practices in Oil & Gas: Case Studies of Groundbreaking HR Initiative
0830 – 0930	The Future of Work: Trends that will Shape the Future of the Oil and Gas Industry
0930 – 0945	Break
0945 – 1100	Digital Transformation in HR: Adapting to Digital Changes and Technology Adoption
1100 – 1200	Building Resilient Workforces: Strategies for Developing Adaptability and Resilience
1200 – 1215	Break
1215 – 1230	Strategic Workforce Planning in Uncertain Times: Effective Planning Amid Fluctuating Oil Prices and Market Dynamics
1230 – 1300	Roundup & Action Planning: Developing a Personal and Organizational Action Plan to Become an HR Champion
1300 – 1315	Course Conclusion
1315 – 1415	POST TEST
1415 – 1430	Presentation of Course Certificates
1430	Lunch & End of Course



Practical Sessions

This practical and highly-interactive course includes real-life case studies and exercises:-



Course Coordinator

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