

THE INTERNATIONAL PETROLEUM MANAGEMENT PROGRAM "IPMP"

Middle Management & Leadership Development

A Step Change in Operational Excellence

IPMP

IPMP is an executive management program designed specially for oil and gas leaders in order to give them hands on initiatives and a way forward to build their own leadership forum.


Program Objectives

Three Leadership Modules Effecting your Operational Excellence

- ▶ What do I want people to say about the way I perform my leadership role?
- ▶ What sort of leader do I want to be?
- ▶ How Effective am I at influencing People and Working with Groups?

Pre Challenge

- ▶ Please meet with your manager to agree as far as you can what you would like to gain from this Management and Leadership Development programme, as a result of this please bring a summary of your development plans.
- ▶ Please also bring with you your goals for the year ahead that have been agreed with your manager.
- ▶ For the last module you will need to bring a future project or piece of work that you can work on 'live' during the module.



Enjoy the unique learning
experience with the latest
programme for the middle
management level

23 - 25 Feb. 2010

Stella Di Mare

Sukhna Bay

\$ 1950 Inclusive
Accommodation

Managed By

OGS
OIL & GAS SKILLS



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Limited Places

To Register

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: imagdy@ogs.com.eg
Tel : +202 27549240
Fax : +202 27549744
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Objectives

Module 1

- ▶ Understood how behaving assertively is an essential characteristic of effective leadership.
- ▶ Used the VICTORS model of leadership to self diagnose strengths and areas for development..
- ▶ Learned how to deal with conflict creatively and constructively.
- ▶ Designed your own leadership development plan that you will execute over the length of the programme.

Module 2

- ▶ Understood how teams work and how leadership is crucial in developing them.
- ▶ Understood the impact of both your own and others personality on change leadership.
- ▶ Analyzed of a major accident to highlight the need for clear communication in all matters.
- ▶ Understood different strategies for decision making and when to apply them.

Module 3

- ▶ You want to motivate and inspire the people that report to you to improve their performance.
- ▶ Considered how else to raise performance in self and others
- ▶ Used Action Learning Sets as a way to solve complex problems.
- ▶ Prepared an action plan for you managers showing how you will develop your leadership in future to be linked to your APR.

Program Content

Step Change in Operational Excellence

- ▶ Understand how behaving assertively is an essential characteristic of effective leadership.
- ▶ Use the VICTORS model of leadership, to self diagnose strengths and areas for development.
- ▶ Learn how to deal with conflict creatively and constructively.
- ▶ Design your own leadership development plan that you will execute over the length of the programme.
- ▶ Working in situations where others are not behaving assertively.
- ▶ Dealing with conflict, self diagnosis and planning.
- ▶ Work based on Thomas Kilman Conflict Instrument
- ▶ Analysis of conflict and strategies for dealing with conflict constructively
- ▶ Explain VICTORS Model of Leadership
- ▶ Long exercise with series of activities that will help participants relate these key activities to their current roles and challenges.
- ▶ Taking their goals for the year what actions need to be taken when they return to work. Planning for the meeting between modules with their manager.
- ▶ Establish pairs that will work together between modules to support and encourage partners to fulfil their commitments.
- ▶ Understand how teams work and how leadership is crucial in developing them.
- ▶ Understand the impact of both your own and others personality on leadership.
- ▶ Analyze a major incident to highlight the need for clear assertive communication in all matters.
- ▶ Reflection on commitments from 1st 2 days
- ▶ Pairs report back on the work that they have done and on meetings with their managers
- ▶ Theory of group development, forming, norming, storming and performing.
- ▶ Exercises to highlight the significance of each stage
- ▶ How to accelerate the development of groups
- ▶ Effect of personality on how a leader will lead a group. Based on Freudian analysis of working styles.
- ▶ Putting this into practice. Presentation in different styles to highlight the importance of considering working style when influencing people.
- ▶ Using Action learning set as a way of inspiring & motivating employees.
- ▶ Skills audit for running action learning sets and practical tool practice
- ▶ ALS tools inventory continues to build.
- ▶ Running action learning sets to practice problem solving using the skill reviewed the previous day.
- ▶ Pairs prepare presentation that illustrate what they have achieved on the programme and receive feedback from their colleagues. Planning for meeting with manager to take their leadership development forward.



Michael Benson



Key Skills

- ▶ Change management.
- ▶ Development of coaching skills to improve performance.
- ▶ Improving negotiation skills.
- ▶ Improving the effectiveness of teams in difficulty.
- ▶ Audit and inspection processes and report production.
- ▶ Training tutors in effective presentation and teaching skills
- ▶ Specialist in delivering programs to groups where English is not the mother tongue

Career at a glance

- ▶ 2004 to date
Independent training consultant.
Associate consultant OPT Leadership.
- ▶ April 1999-d:
Independent training consultant.
Associate consultant with OPDC.
Registered inspector of schools in independent and maintained sector for OFSTED.
- ▶ 1990-1999:
Primary adviser for Devon Local Education Authority. Registered inspector for schools.
- ▶ 1988-1990:
Seconded to Staffordshire Local Education Authority as Primary inspector
- ▶ 1984-1988:
Head teacher, First School and nursery in Staffordshire
- ▶ 1981-1984:
Deputy Head teacher first School in Staffordshire
- ▶ 1979-1981:
Advanced Diploma in Education, Keele University, Staffordshire. (Part time.)
- ▶ 1973-1980:
Class teacher.
- ▶ 1970-1973:
Cert. Ed. St John's College, York
- ▶ 1968-1970:
A-Levels, in biology, physics, and chemistry.

Facilitator Brief History and Details of Relevant Skills

Project case history summaries:

- ▶ For Swedish based telecommunications company – several programs working with senior managers developing improved management and leadership skills. Client requested follow up programs on establishing good performance management strategies to serve business objectives. These were well received.
- ▶ For Environment Agency - delivered management and leadership program enabling managers to implement a major initiative within the agency, changing the focus and culture of the way in which they work. Tutored pilot courses and then successfully developed materials for subsequent courses.
- ▶ For UK based Building Inspection Company – tutored and facilitated a program, initially with middle managers and then with senior managers to increase the commercial awareness of staff and to establish an ethical framework for their business. Detailed sessions on developing negotiation skills, and for using coaching to develop higher performing teams.
- ▶ For Global drinks manufacturer - delivered coaching program in Athens, to participants from wide range of European countries. Enabled participants to develop high performing teams in their own work places.
- ▶ For Global information and communication technology manufacturer- delivered coaching program in Germany to enable participants to use coaching as tool to improve the performance of their teams.
- ▶ For UK based building surveyors and inspection company- training program aimed at changing the culture of the company to establish a clearly ethical and more commercial way of operation. Followed up with detailed courses focusing on developing negotiation and coaching skills.
- ▶ For UK based company working in fibre optics - designed and developed training program for senior managers, extending the understanding of their personal efficiency as negotiators and managers. Designed and tutored program for middle managers as part of the company leadership development program.
- ▶ For Large local education authority – development design and implementation of large city wide project to bring greater consistency to education provision from ages 3 to 16. Led curriculum design process and oversaw strategy. Established robust monitoring arrangements to ensure that policy was reflected in practice. Led multi disciplinary teams to achieve these goals.
- ▶ For Large local education authority – responsible implementation of nationally introduced program for the education of pupils for four year olds. Involving development of quality assurance procedures as well as the strategic development of this provision across the authority. Enable previously competing groups with poor relationships to work very efficiently together to meet the strategic aims of the program.
- ▶ For Large local education authority- led nationally approved training program for the induction of new head teachers. Worked with school in difficulty or who had failed national inspections to raise standards to accepted levels.
- ▶ For UK based company responsible for the housing of refugees, designed and delivered company wide training program teaching project management skills to team leaders. This enabled them to use the resources they had more efficiently in a shorter time frame and to meet their strategic goal. This helped the company meet strict requirement laid down by the Home Office for the welfare of refugees on budget and on time.
- ▶ Training for GP trainees for a Primary Care Trust to help them develop leadership skills in a culture where status and standing can be obstructive to progress and change. Positive and effective problem solving techniques aimed at particular practice issues. Work on mediation.
- ▶ For a Large Bank to help them implement a division wide program to accelerate a much needed change in the leadership culture of the organisation. Responsible for the design and delivery of program to employees, ranging from senior managers through to the induction of new entrants. Responsible for training tutors for large scale roll out of program. Extensive experience of working with staff for whom English is not their mother tongue.
- ▶ For Global Provider of LNG worldwide project aimed at improving safety throughout the company. Detailed work on reviewing cultural influences on safety performance at all levels focussed on delivering zero loss time injuries on rigs, platforms and administrative functions. Working at all levels within the company. Leading team of consultants working on the project. global leadership and management development initiatives.

Application Form

Name

Organization

Title

Organization job level

Phone

Cell Phone

Mailing Address

List of training programs that you might be interested to know more about it

Note - For an effective implementation, to take appropriate action on a needs request, please provide a clear description of the mentioned fields.

Send to: Oil & Gas OGS Operations Department

Email to: osaadawy@ogs.com.eg

Candidate Commitment

HR Signature

Cancellations/Substitutions

If you are unable to attend, a substitute delegate is always welcome at no additional charge. All bookings carry a 50% liability immediately after a fully completed confirmation received. Please note that a written notice of the cancellation must be received via mail or fax 2 weeks prior to the event date in order to obtain the balance of the event fee as a credit to be applied against another OGS conference, summit or training course. All fees are inclusive of an 18% service charge, which is completely non-refundable and non-creditable. Cancellation of any event with less than 3 weeks notice prior to the event date carry a 100% liability; however the delegate will still be entitled to a complete set of course documentation. Payment must be made within 5 working days upon registration and in agreement, OGS will not be able to mitigate its losses for less than 50% of the contract value in case of dispute with the client or cancellation of this contract by any one party. OGS reserves the right to cancel or make any other changes to the content and timing of the events or speakers for reasons beyond its control. If for any reason OGS decide to amend these conferences, summits or training courses, OGS is not responsible for covering airfare, hotel or other costs incurred by registrants. In the event that OGS cancel the event, OGS reserves the right to transfer this booking to another event or to provide a credit of an equivalent amount to another event to be held within the following twelve months.

Indemnity

Should for any reason outside the control of OGS, the venue or speakers change, or the event be cancelled due to an act of unexpected conditions or industrial action, OGS shall Endeavour to reschedule but the client hereby indemnify and holds OGS harmless from and against any and all costs, damages and expenses, including attorney fees, which are incurred by the client. The construction, validity of this Agreement shall be governed in all respects by the laws of ARE to the exclusive jurisdiction of whose Courts the Parties hereby agree to submit.