BLACKBIRD FOR TRAINING

Leadership in Technical Knowledge Transfer and Mentoring in Oil & Gas

29 November – 3 December 2026
Dubai (UAE)

UK Traininig
PARTNER



Leadership in Technical Knowledge Transfer and Mentoring in Oil & Gas

Ref: 3255265_336721 **Date:** 29 November – 3 December 2026 **Location:** Dubai (UAE) **Fees:** 4900 GBP

Introduction

In the oil and gas sector, technical knowledge transfer and mentoring are critical pillars for sustaining operational excellence and securing long-term organizational success. With rapid technological advancements and generational shifts in the workforce, leaders must adopt structured approaches to ensure knowledge continuity, skill development, and innovation.

This program highlights the leadership role in fostering effective knowledge transfer and professional mentoring. It provides participants with strategies, tools, and best practices to build a learning-focused environment, design impactful mentoring programs, and safeguard organizational knowledge. Through case studies and applied exercises, participants will gain actionable insights to strengthen leadership capacity and support talent development in oil and gas organizations.

Course Objectives

- Understand the core principles of leadership in technical knowledge transfer.
- Design structured mentoring programs that support professional growth.
- Enhance leadership capabilities in fostering continuous learning.
- Align mentoring initiatives with long-term organizational strategies.
- Apply practical tools to measure the effectiveness of knowledge transfer programs.
- Improve collaboration between different generations in the workforce.
- Develop systems to preserve institutional knowledge.
- Leverage past experiences to promote innovation and avoid repeated challenges.

Course Outlines

Day 1: Introduction to Leadership and Knowledge Transfer

- The role of leadership in enabling knowledge transfer.
- The importance of technical knowledge in sustaining oil and gas operations.
- Common gaps in organizational knowledge management.
- Strategies to encourage knowledge sharing.
- Practical session: identifying institutional challenges.
- Case study: impact of failed knowledge transfer on performance.



Day 2: Designing Mentoring Programs

- Principles of building effective mentoring frameworks.
- Identifying mentee and mentor needs.
- Tools to measure progress in mentoring relationships.
- Embedding mentoring into organizational culture.
- Practical exercise: designing a sample mentoring program.
- Group discussion on global best practices.

Day 3: Building a Learning-Oriented Environment

- The importance of continuous learning in modern organizations.
- Leadership's role in promoting learning initiatives.
- Techniques to encourage internal knowledge sharing.
- Strategies to overcome resistance to change.
- Practical activity: developing a collective learning plan.
- Case study: organizations that succeeded in fostering learning culture.

Day 4: Evaluating Knowledge Transfer Programs

- Key performance indicators for assessing success.
- Quantitative and qualitative evaluation methods.
- Linking mentoring results with organizational objectives.
- Analyzing performance data for program improvement.
- Exercise: designing a comprehensive evaluation framework.
- Open discussion on challenges in measuring impact.

Day 5: Sustaining Knowledge and Future Development

- Strategies for institutional knowledge retention.
- Role of digital tools in supporting knowledge transfer.
- Developing long-term mentoring initiatives.
- Enhancing collaboration across generational workforce groups.
- Capstone exercise: creating a strategic knowledge transfer plan.
- Final session: sharing best practices and participant insights.



Why Attend This Course: Wins & Losses!

- Gain advanced leadership skills in knowledge management.
- Learn to design and implement impactful mentoring programs.
- Strengthen collaboration across multi-generational teams.
- Build a culture of continuous learning in your organization.
- Ensure long-term sustainability of institutional knowledge.
- Align mentoring initiatives with business strategy.
- Prepare teams to tackle future industry challenges effectively.
- Reduce knowledge loss due to workforce transitions.

Conclusion

Leadership in Technical Knowledge Transfer and Mentoring in Oil & Gas is a critical program for leaders who aim to future-proof their organizations. By focusing on structured mentoring and effective knowledge transfer, it enables institutions to retain valuable expertise, accelerate talent development, and sustain operational excellence.

This program blends theory, case studies, and applied exercises to ensure participants can directly apply their learning in real-world contexts. Leaders will walk away equipped to transform knowledge into long-term organizational value, empowering their teams and strengthening institutional resilience in the highly competitive oil and gas sector.

