BLACKBIRD FOR TRAINING

# Advanced Strategic Coaching for Success in the Oil and Gas Industry

4 – 8 January 2027
Paris (France)



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## Introduction

Strategic coaching is an important leadership tool in the oil and gas industry, especially in environments that require accurate decision-making, strong team coordination, continuous safety awareness, and consistent operational discipline. As operations become more complex and stakeholder expectations increase, coaching is no longer limited to improving individual performance. It also supports leadership development, knowledge transfer, change management, and organizational readiness.

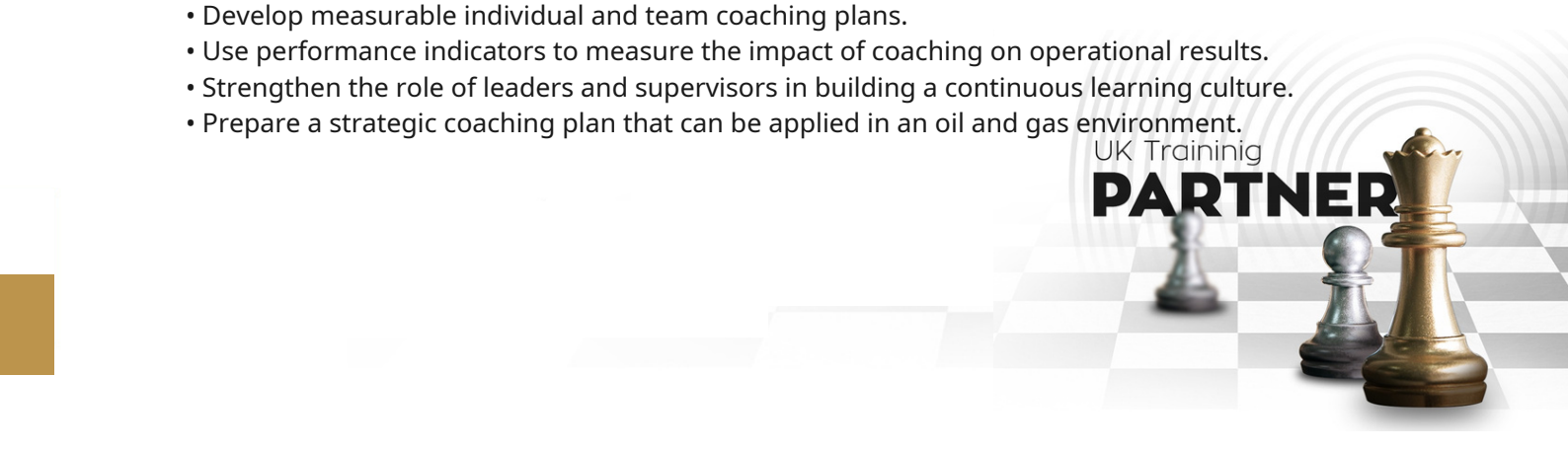
This advanced course focuses on building the ability to design and implement effective coaching practices within oil and gas organizations. It connects coaching with strategic objectives, key performance indicators, operational safety, risk management, and the development of future leaders. The course also covers advanced coaching conversations, performance gap analysis, feedback techniques, resistance to change, and the use of coaching as a structured tool for improving results.

The course is structured over one week in a clear sequence. It begins with the strategic framework of coaching in oil and gas, then moves into advanced leadership coaching skills, performance development, coaching in high-risk operational environments, and finally measuring coaching impact through a practical implementation plan.

## Course Objectives

By the end of this course, participants will be able to:

- Analyze the role of strategic coaching in improving organizational performance in oil and gas.
- Link coaching programs with safety, quality, productivity, and operational sustainability objectives.
- Design advanced coaching sessions focused on performance, leadership, and competency development.
- Apply advanced questioning, listening, and professional behavior analysis techniques.
- Diagnose performance gaps and connect them with operational, behavioral, and organizational causes.
- Deliver effective feedback that supports performance improvement and better decision-making.
- Manage resistance to change and operational pressure within teams.
- Support knowledge transfer between experts, technical staff, and emerging leaders.
- Develop measurable individual and team coaching plans.
- Use performance indicators to measure the impact of coaching on operational results.
- Strengthen the role of leaders and supervisors in building a continuous learning culture.
- Prepare a strategic coaching plan that can be applied in an oil and gas environment.



## Course Outlines

### Day 1: Strategic Framework of Coaching in Oil and Gas

- The concept of strategic coaching and its role in organizational performance development.
- The relationship between coaching, leadership, safety, quality, and operational discipline.
- Analyzing coaching needs in technical, operational, and administrative environments.
- Linking coaching with key performance indicators and organizational objectives.
- Defining the roles of leaders, supervisors, and subject-matter experts in coaching systems.
- Case discussions on coaching in complex oil and gas environments.

### Day 2: Advanced Leadership Coaching Skills

- Building coaching relationships based on trust, accountability, and clarity.
- Using deep listening techniques to understand operational and behavioral challenges.
- Formulating powerful questions that support problem analysis and decision-making.
- Managing difficult conversations with employees and high-pressure teams.
- Delivering constructive feedback linked to behavior and results.
- Practical application of conducting a leadership coaching session for a complex performance case.

### Day 3: Performance Coaching and Critical Competency Development

- Diagnosing performance gaps using data, observation, and professional interviews.
- Linking coaching with the technical and behavioral competencies required in oil and gas.
- Preparing individual and team development plans connected to actual performance.
- Supporting knowledge transfer between experts and employees prepared for leadership roles.
- Addressing low performance, weak commitment, and resistance to improvement.
- Practical application on building a coaching plan to address an operational performance gap.

### Day 4: Coaching in High-Risk Operational Environments

- Using coaching to support compliance with safety procedures and risk management practices.
- Coaching teams during operational change or the implementation of new procedures.
- Managing coaching in field locations and sensitive operational activities.
- Supporting decision-making under pressure through structured dialogue and analysis.
- Strengthening a culture of reporting, learning from mistakes, and continuous improvement.
- Practical application on a coaching case related to safety or field performance.



## Day 5: Measuring Coaching Impact and Building an Integrated Implementation Plan

- Defining indicators to measure coaching impact on performance, safety, and productivity.
- Documenting coaching sessions and following up on commitments and development plans.
- Evaluating coaching program effectiveness and identifying improvement opportunities.
- Building a governance model for coaching programs within the organization.
- Reviewing common mistakes in advanced coaching and how to avoid them.
- Integrated application for preparing a strategic coaching plan for a team or department in oil and gas.

## Why Attend this Course: Wins & Losses!

- Develop an advanced understanding of coaching as a performance improvement tool in oil and gas.
- Connect coaching with strategic objectives and organizational performance indicators.
- Improve the ability to manage coaching sessions in complex situations.
- Strengthen skills in handling performance challenges and resistance to change.
- Support the development of critical competencies and future leaders.
- Improve the quality of feedback and leadership conversations within teams.
- Use coaching as a tool to strengthen safety, quality, and operational discipline.
- Develop measurable and trackable coaching plans.
- Support knowledge transfer and reduce the loss of institutional expertise.
- Build a practical framework for measuring and continuously improving coaching impact.

## Conclusion

The Advanced Strategic Coaching for Success in the Oil and Gas Industry course provides a practical framework for using coaching as a leadership and strategic tool to improve performance, support safety, develop competencies, and transfer knowledge within oil and gas organizations. The course covers advanced areas that connect coaching with leadership, performance, risk, quality, and operational discipline.

The program follows a clear structure. It begins with the strategic framework of coaching, then moves into advanced leadership coaching skills, followed by performance coaching and critical competency development. It then addresses coaching applications in high-risk operational environments before concluding with impact measurement and an integrated implementation plan.

**Through practical application, participants will analyze realistic cases, diagnose performance gaps, prepare advanced coaching sessions, define impact measurement indicators, and build a strategic coaching plan that can be applied within an oil and gas environment. This supports stronger individual and organizational performance and strengthens a culture of continuous learning.**

