



 ENERGY WORKFORCE  
& TECHNOLOGY COUNCIL

**LEARNING &  
DEVELOPMENT  
PROGRAMS**

# OUR **PURPOSE** IS TO **EMPOWER** THE ENERGY **WORKFORCE** OF THE **FUTURE**

## About the Council

The Energy Workforce & Technology Council (the Council) is empowering the energy workforce of the future. We represent more than 450 energy technology and services companies working to help deliver a safe, profitable and sustainable low-carbon future. We are transforming energy by giving our members the tools, information and representation they need to boldly enable a low-carbon future – safely, profitably and sustainably.

We connect, educate, support and advocate for energy companies and workers of today and tomorrow. Our foresight and expertise elevate our industry with governments, industry partners and communities around the globe. And we foster innovations that will shape our industry and improve our changing world.

As the national trade association for the energy technology and services sector, representing more than 600,000 jobs in the technology-driven energy value chain, the Council is known as a trusted resource, advancing member policy priorities and providing targeted workforce development for the entire oilfield services sector.



# ACCELERATE **GROWTH** THROUGH **LEARNING & DEVELOPMENT**

## **Council Programs**

Based on our mission to advance our industry and those within it, the Council offers a range of relevant programs designed to educate, empower and elevate its individual members and member companies. Our goal is to equip current and future leaders with the tools they need to grow and evolve the energy industry, enhance its reputation and position it as a driver of the global economy.

**The Executive Leadership Programs** provide an opportunity for high potential employees to further develop their leadership skills. The program will prepare future leaders for the responsibilities they will face and the qualities they will need as they successfully advance in their organizations.

**The Inclusion & Diversity Business Champion Program** provides education and current best practices for leaders across functions who want to better understand how to incorporate inclusion and diversity principles. The course includes practical insights and tools that will help you successfully affect internal change and build a culture that embraces inclusion and diversity.

**The ESG Certification Program** educates members on the evolving ESG landscape including criteria, regulations, reporting and best practices. The program shares practical guidelines on building an effective ESG strategy for your company and the “why”, “how”, and “what” related to the development of a successful reporting strategy and framework.

## **Why Join?**

- Learn from the best and stay at the forefront of your field
- Expand leadership capabilities
- Receive executive coaching and mentorship
- Network with industry peers and other company leaders
- Build relationships with leading industry executives

## **Become a Certified Executive**

Members who complete each of the Council’s three signature training programs will be recognized as an Energy Workforce & Technology Council Certified Executive. The designation signifies that the member has received the development required to address key defining issues for the future of our industry. Members typically participate in one program at a time; however, they can be overlapped.



**INCLUSION & DIVERSITY**  
BUSINESS **CHAMPION** PROGRAM

“This is a unique  
program that isn’t being  
offered elsewhere.”

**Dave Warnick**

SPM Oil & Gas

A Caterpillar Company



# DRIVE PROGRESS THROUGH INCLUSION & DIVERSITY

## Inclusion & Diversity Champion Program

The Inclusion & Diversity Business Champion Program will provide tangible tools and information for leaders across functions to effect internal change, focusing on building internal organization capabilities related to inclusion and diversity. The year-long program is designed to guide participants through the process of building a strategy, establishing a culture that values diversity, and recruiting, engaging and mobilizing leaders.

Utilizing an interactive webinar format, mentoring/coaching and executive sponsorship, the course will leverage the Council's Diversity Toolkit and strategies to help companies create individual plans of action. Course content includes perspectives from leading diverse global companies and industry leaders. The Program is led by the Council's Inclusion & Diversity and Human Resources Committees, in partnership with Envision, an innovative global leader in corporate advising and coaching.

### Learn How To

**Create common goals.** Common goals help forge cultural bonds and systemic beliefs. Learn the level of engagement required to make diversity and inclusion efforts successful within your organization.

**Confront unconscious bias.** We all have unconscious biases that originate in our "reptile" brain – the amygdala – which reacts instinctively and strongly when it is confronted with an image different than self. Learning

how to recognize this and ways to move to the logical side of our brain will help bring awareness of and shift this "other-ness" reaction.

**Focus on inclusion.** Inclusion goes beyond just hiring for diversity. The course equips you with ways to actively seek out, embrace and encourage inclusivity within your organization so that you can realize value from different perspectives and ways of approaching and solving problems.

**Move away from prohibitive language.** Identify ways language can be a powerful way to lean into a diverse workplace instead of demanding or requiring that all employees accept each other.

### Curriculum

- Course pre-work utilizing the Council Diversity Study Maturity Index to self-assess, change management tools
- Four half-day interactive webinars on key learnings: Inclusion Journey, Unconscious Bias, Talent Pipeline and Retention, Business Case for Building and Sustaining facilitated by Accenture
- Coaching and mentorship
- Two executive plenary sessions with executive sponsor
- Final report outlining plan for internal integration

### At a Glance

#### Who It's For

Cross-functional Leaders, Business Executives, Operational Leaders, Mid- and Senior-level Managers, New Leaders, Individuals Identified in Succession Planning

#### 2022 Webinar Dates

##### Class Webinars

Mar 9, May 25, Sept 21, Nov 9 (8am–12pm)

##### Best Practice Knowledge Sharing Webinars

Mar 23, Jun 15, Oct 12, Dec 7 (12pm–1pm)

#### Program Duration

12 months

#### Time Investment

4 hours per month

#### Financial Investment

Members – \$2,100

Non-Members – \$3,000

Discount available for 3 or more participants.

#### Program Sponsorship

\$5,000 per organization