



# LEVERAGING WORKFORCE DEVELOPMENT PROGRAMS FOR 2024

DECEMBER 7, 2023



ENERGY WORKFORCE MISSION

# STRENGTHENING MEMBER COMPANIES

More than 150 opportunities to engage



## WITHIN ANTI-TRUST COMPLIANCE

All Energy Workforce Members must adhere to antitrust guidelines during conferences, meetings and conventions



## TRAIN

- Workforce Development
- Best Practices



## ELEVATE

- Public Policy
- Energy Education



## NETWORK

- Business Intelligence
- Sector Leadership



## PROGRAMS

# LEADERSHIP & DEVELOPMENT

### 1 EXECUTIVE LEADERSHIP PROGRAM

- Forward-thinking executive coaching, talent-management tool
- Three courses: Helping Clients Succeed; Integrated Leadership: Leading With Influence, Agility & Accountability; and Cultivating High-Performing Teams & Cultures
- Year-long programs that provides opportunity for interactive seminars, executive coaching, mentoring, external leadership opportunities

### 2 FIELD & OPERATIONS LEADERSHIP PROGRAMS

- Two-day seminar with one-on-one executive coaching session
- Transform managers into effective leaders

### 3 BUILDING BUSINESS ACUMEN

- One-day seminar aims to increase financial literacy
- Help employees understand role in strategic decision-making

### 4 ESG CERTIFICATION PROGRAM

- Three options: Year-Long, Foundational Classes or Deep Dives present best practices on evolving ESG criteria and reporting
- Year-long program provides opportunities for interactive seminars, executive coaching, ESG maturity assessment, ESG mentoring

### 5 CULTURE & INCLUSION LEADERSHIP DEVELOPMENT PROGRAM

- Two-day seminar that explores and unlocks the power and impact of organizational culture and success for its employees over a two-day program with one-on-one coaching session.

### 6 OIL & GAS 101

- Two-day seminar that offers a comprehensive overview of the oil and gas industry



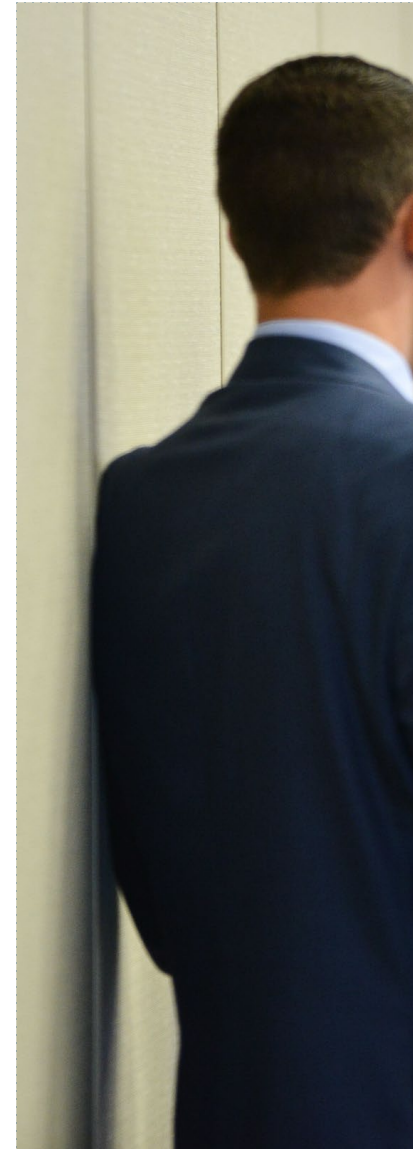


## PROGRAMS

# ELEMENTS

Based on our mission to advance the industry and those within it, Energy Workforce offers a range of relevant programs designed to educate, empower and elevate. 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. Programs can include:

- Mentorship
- Executive Coaching
- Accountability
- Assessments
- Group Seminars
- Peer-Level Networking
- Early-Bird and Group Discounts



# HEIDRICK & STRUGGLES

ADVISORY BOARD MEMBER DOUG ORR  
HEIDRICK & STRUGGLES

## OVERVIEW

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



**YEAR-LONG HYBRID PROGRAM**



**TIME INVESTMENT**

Quarterly Half-Day Seminars and Networking Sessions



**INDIVIDUAL MENTORING**



**FOUR EXECUTIVE COACHING SESSIONS**

## INTEGRATED LEADERSHIP:

Leading With Influence, Agility & Accountability

### WHO IT'S FOR

Senior Managers & Directors

### OVERVIEW

Designed for Senior Managers and Directors who are gaining exposure to cross functional leadership, this program is an interactive and experiential program designed to provide leaders the skills needed to lead with vision and navigate with influence on their teams and organization.

Participants will be provided with research, insights and the tools necessary to develop into influential, intentional and accountable leaders creating greater synergies across the organization.

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## EXECUTIVE LEADERSHIP:

Cultivating High-Performing Teams & Cultures

### WHO IT'S FOR

Senior Directors & Vice President Level Leaders

### OVERVIEW

This program is a quarterly interactive experiential program designed to provide insights and skills to prepare individual for potential future corporate level leadership.

Participants will learn more about the responsibilities of enterprise level leadership through insights around The 7 Functions of an Executive Leadership team; how to be effective in communication with C-Suite leaders and a board of directors; effective leadership through coaching conversations; how to run effective meetings; and the importance and difference of working on the business versus working in the business.



**YEAR-LONG HYBRID PROGRAM**



**TIME INVESTMENT**

Quarterly Half-Day Seminars and Networking Sessions



**INDIVIDUAL MENTORING**



**FOUR EXECUTIVE COACHING SESSIONS**



DARYL FINGERS  
FRANKLINCOVEY

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## EXECUTIVE LEADERSHIP PROGRAM: Helping Clients Succeed

### WHO IT'S FOR

Sales Professionals

### OVERVIEW

When you help your client get what they want in a way that they enjoy, they are more likely to do business again with you. This sales training course develops the skills and behaviors to confidently sell and develop long-term relationships inside and outside of the organization.

The training will provide participants with a range of tools and techniques needed to make a consultative and solutions-based selling approach successful. They will learn strategies that help build trust, understand clients' needs and respond to a variety of selling scenarios.



**YEAR-LONG HYBRID PROGRAM**



**TIME INVESTMENT**

Quarterly Full-Day Seminars and Networking Sessions



**INDIVIDUAL MENTORING**



**TWO EXECUTIVE COACHING SESSIONS FROM HEIDRICK & STRUGGLES**



**ALL ACCESS PASS: 360 ASSESSMENT AND ON DEMAND CONTENT**





DARYL FINGERS  
FRANKLINCOVEY

## BUILDING BUSINESS ACUMEN

### WHO IT'S FOR

This one-day seminar helps all employees – regardless of their experience or background – understand how their organization operates and makes money.

### OVERVIEW

Today's employees are increasingly specialized in order to have the greatest impact. But that often means they don't see how the whole organization runs, and how their role affects the bottom line. This course provides employees with C-level insights on how an organization runs so they can align their efforts to your business goals and maximize your bottom line.



**TWO SESSIONS OFFERED: IN PERSON OR VIRTUAL**



**ALL ACCESS PASS: 360 ASSESSMENT AND ON DEMAND CONTENT**





# OVERVIEW

Organizations must be responsive to society's shifting expectations around ESG (Environmental, Social & Governance) and open to adapting to the many opportunities and challenges that the future holds. Energy Workforce's ESG Certification Program, the only one focused solely on the energy industry, provides participants with the knowledge and tools needed to implement and sustain an ESG program.



## ESG CERTIFICATION PROGRAM

### WHO IT'S FOR

Energy Industry Professionals, Consultants, C-Suite Executives and Strategy, Legal, Finance, Investor Relations, QHSE, Marketing and Corporate Communications Leaders

### OVERVIEW

The comprehensive curriculum includes a series of lectures, best practice knowledge sharing and interactive discussions on the evolution of ESG's influence, how to address the impact of the regulatory landscape, investor management and ESG reporting landscape, and addressing and completing reporting frameworks.



#### THREE PROGRAMS

Year-Long Hybrid Course  
Foundational Classes  
Deep Dives



#### TIME INVESTMENT

All courses include an optional in-person Pre Session.

Year-Long and Foundational: 3 quarterly two-hour seminars, plus two 3-hour deep dive days



#### BEST PRACTICE SHARING SESSIONS



#### ONE COMPANY COACHING SESSION

Year-Long Hybrid Course  
Deep Dives



SUBJECT MATTER EXPERT  
SHANTA EADEN  
LEADER'S EDGE CONSULTING

## CULTURE & INCLUSION LEADERSHIP PROGRAM

### WHO IT'S FOR

People Leaders and HR Professionals

### OVERVIEW

Participants will explore and unlock the power and impact of organizational culture and success. Through insightful discussions, case studies and practical exercises, participants will gain a deep understanding of their organization's culture, aligning values with behaviors, and the significance of fostering an inclusive culture.



**TWO-DAY SEMINAR**  
9 a.m. – 4 p.m.



**ASSESSMENT & ONE-ON-ONE COACHING SESSION**





# HEIDRICK & STRUGGLES

ADVISORY BOARD MEMBER DOUG ORR  
HEIDRICK & STRUGGLES

## FIELD- & OPERATIONS-LEVEL LEADERSHIP PROGRAMS

### WHO IT'S FOR FIELD-LEVEL

Frontline workers, field service crew, and anyone new to a role in field operations.

### WHO IT'S FOR OPERATIONS-LEVEL

Frontline workers, service crew, operators, maintenance technicians, project managers, shift managers, warehouse managers and anyone new to a role in operations.

### OVERVIEW

A two-day interactive and experiential program designed to provide practical insights and skills to equip front-line leaders in early-stage management positions. Participants will learn their leadership styles and how to be situationally agile. Explore their shadow of leadership and the impacts on safety, engagement and trust. Practice coaching and feedback, understand the art of questioning and learn how to best leverage their team's skills and capabilities. Participants will be provided with research, insights and the tools necessary to develop into intentional, accountable and engaged leaders.



**TWO-DAY SEMINAR**

8:30 a.m. – 4:30 p.m.





## PRESIDENT MOLLY DETERMAN ENERGY WORKFORCE & TECHNOLOGY COUNCIL

### **OIL & GAS 101**

#### **WHO IT'S FOR**

Anyone new to oil and gas or who needs a broader understanding of the industry

#### **OVERVIEW**

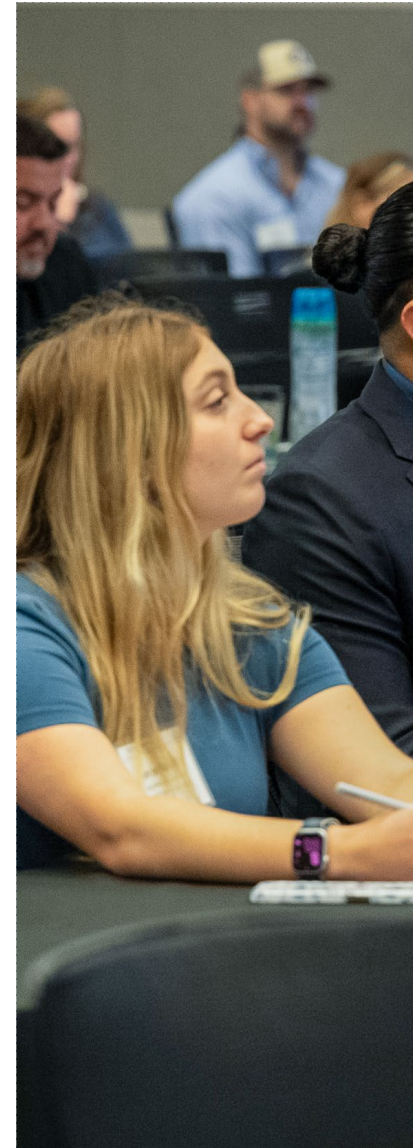
Oil & Gas 101 is a comprehensive overview of oil and gas production. As the service and supply sector has become more technologically advanced and specialized, a thorough and broad understanding of the business can be hard to achieve.

This program gives a full overview of the industry across the value chain – from exploration, drilling and refining to production of oil and natural gas wells, including presentations on related subjects such as economics and government affairs. Want to know about 4-D seismic? When and how to stimulate a declining well? What it takes to drill underneath 15,000 feet of water? It will all be covered in Oil & Gas 101.



#### **TWO-DAY SEMINAR**

8:30 a.m. – 4:30 p.m.



# QUESTIONS?

