

Leadership in Global Energy in London



COURSE DATE
26-28 JUNE 2019

"Great leaders are born, not made", say some. Course director Yanos Michopoulos disagrees. Using his extensive experience of the energy industry, ranging from oil and gas through to renewables, he brings engaging insights into the art of leadership and the development of the skills that effective leaders need. Such skills, he argues, can be acquired and developed.

This programme focuses on the transition from using hard skills - required by managers in planning, organising and operating - to soft skills - required by leaders for driving change, setting direction and inspiring high performance. Through personal and practical examples based on years of experience applying both hard and soft skills, Yanos provides a comprehensive understanding of how to be an effective leader, how to make better decisions, and how to build and motivate teams across functions and regions.

In an energy industry that is facing unprecedented change and uncertainty, leadership matters more than ever, and it's the companies that develop a healthy leadership culture based on soft skills that will thrive. Book early to guarantee your place and enjoy a £240 discount.

VENUE

London is the international financial capital of the world and hosts the global and European headquarters of many leading oil businesses. Combined with the cultural and historical attractions of London, the commercial dynamism of the city makes this an ideal venue for locals and visitors alike. The course will run in a central location, convenient for travel and business meetings.

DELEGATES WILL:

- Be inspired to take a fresh approach to leading their teams and take on new challenges
- Experience how to apply different leadership techniques in different situations to get high performance from multi-national and cross-functional teams
- Develop greater self-awareness and understanding of team and organisational behaviours
- Learn how to make decisions in difficult or uncertain circumstances
- Understand the key principles of organisational leadership
- Improve their ability to identify opportunities, create value for their firm and manage change
- Benefit from a network of new contacts within the industry.

WHO SHOULD ATTEND

Managers and senior professionals with 5-10 years experience, and aiming to take on greater leadership roles in the energy industry will benefit from this course.

You will probably already be managing a small team and have experienced the challenges of international businesses and market cycles.

BOOKING

3 easy ways to book:

1. Call us - Tel: +44 203 239 0807
2. Email us:
training@warrenbusinessconsulting.com
3. Online:
www.warrenbusinessconsulting.com

Delegates from the following companies have attended our training:



COURSE DIRECTOR



Yanos Michopoulos

Yanos has 25 years international business experience in a variety of roles across the EMEA region in various Energy related sectors, including Oil & Gas, Renewables, Infrastructure, Shipping, Technology and Private Equity.

He has managed large P&Ls (> 1 bl €), has been a member of regional and global leadership teams of large corporates (top 1%) and has managed large, distributed teams across countries and cultures. His key areas of expertise are: strategy development and implementation (including new market entries), Sales and Business development, change management, value creation, international expansion, management of internal and external stakeholders, organisational development.

Executive Education and the development of new talent has been a constant theme in Yanos' career: he started his career as an Academic with a PhD (Durham, UK) and then worked as Research Fellow at Universities in the UK and Austria as well as attending Business Schools including IMD, Ashridge, Cranfield and MCE. He is currently active as a leadership development trainer at the Institute of Directors, as well as a Board member and MBA / Exec Ed speaker at various business schools in the UK, Europe and the US

His training style is highly interactive and engaging, drawing on participants' own experiences to share best practice and bring theory to life with story telling and case studies.

Other Course Directors may run this programme from time to time. Please see website for details.

TESTIMONIALS on WBC Courses

"High impact."

"Comprehensive. It caught everything worth knowing in the industry. I will be a better consultant and better guide my team and provide advice to my client".

"Very good course. Got a good overview of the industry, very global perspective. Better total understanding."

"Given me a 'helicopter view' on oil and gas industry. Will help my work, career and personal life decisions."

"Critical to the growth of my company."

"Lots of good discussion and interaction was very valuable."

"Will let me take better decisions for my company"



What are the trends within the energy sector that make this course so relevant?

- Talent recruitment and retention, especially among millennials
- The need to develop a new generation of leaders
- Continued uncertainty following the oil price collapse
- New technologies bringing new ways of working and changes to existing processes
- The challenge from shale, renewables
- Changing attitudes in society and environmental and political sensitivities



PROGRAMME

This course will help participants understand 'leadership' and with that knowledge better map their own career path. This course has an energy focus, and which recognises the growing importance of renewables in the energy mix. Drawing on a broad range of relevant examples and exercises across the industrial spectrum, it addresses the specific issues around leading teams that combine engineering and scientific experts with financial and business professionals, in dealing with governments and other stakeholders in different parts of the world, and in driving high performance in commercial, environmental and safety terms.

The table below shows the theme for each day and a range of topics that are likely to be covered. The exact daily programme will be subject to the needs and expectations of course participants.

Day 1

Introduction to Leadership

The course begins with defining leadership & understanding the elements and attributes of inspirational leadership. Understanding your own leadership style and how it impacts your "followers". The day ends with a look at the role of the leader in setting an organisation's purpose, vision & values, and the distinction between leadership and management.

What is Leadership

- "Hard" professional skills vs "Soft" leadership skills
- EQ - emotional intelligence, mindfulness
- Understanding yourself and others
- Psychometric tools

Communicating Vision & Strategy

- What you say vs what they hear
- Communicating through your managers

Leadership Theories in Practice

- Command & control
- Situational Leadership
- Motivation and needs

Purpose, Vision, Values

- Understanding your purpose
- Setting and communicating the vision
- Defining organisational and personal values

What Leaders do

- Leadership vs Management

The leadership development challenge



Image©Y Michopoulos

Day 2

Leading Teams & Organisations

Day two focuses on leading the organisation: creating a culture and structure to achieve success. Bringing together engineers, scientists, accountants and others to work across geographical, functional and cultural boundaries. Learning to think strategically and aligning strategy with culture & values to ensure engagement throughout the organisation. Talent & performance management. The different ways to organise a business.

Team Leadership

- Building a successful team
 - Team dynamics and challenges
 - Team diversity
 - Managing conflict
 - Influencing & negotiation skills

Organisation Leadership

- Developing & implementing strategy
 - International growth/expansion
 - Adoption of new technology
 - Change management
 - Aligning strategy, culture & values
- Performance Management
 - Scorecards and reporting
 - Incentive schemes
 - Alignment to strategy, culture & values
- Talent Management
 - Identifying potential leaders
 - Attracting and retaining talent
- Understanding organisational structure
 - Business vs Regional units
 - Functional silos & x-team networks
 - Organisation vs Management

Day 3

Advanced Leadership

The third day will be combination of sessions on leading outside the organisation – negotiating with stakeholders, especially governments – and additional sessions on strategy, change, personal development and CSR, to be chosen by participants based on their own requirements.

Leading your Stakeholders

- Negotiating with and influencing governments, NOCs, NGOs, shareholders
- Crisis management, HSSE issues

Strategy & Change

- Scenario Planning
- Decision making with risk & uncertainty
- Innovation & disruption, dealing with new technology
- Intra-and entrepreneurial leadership
- Resources & capacity
- Knowledge Management

Personal & Interpersonal skills

- Mentoring & coaching
- Career planning - personal transition & well-being
- Developing resilience

Corporate Social Responsibility & Reputation

- Human rights issues
- Community Relations
- Security
- Risk Management
- Ethical Management



BOOKING

Price: £2,400+VAT (where applicable)*

Booking complete upon payment.

Included in the price: Tuition, course materials, lunches and refreshments

Discounts (one discount per booking only): • £240 discount (price £2,160) if delegates book 3 months before the course date.

- Group discount for delegates from the same company: 5 for the price of 4.

3 easy ways to book:

1. **Tel: +44 203 239 0807**
2. **Email: training@warrenbusinessconsulting.com**
3. **Online: www.warrenbusinessconsulting.com**

4 easy ways to pay:

1. **Bank transfer**
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We will send you an invoice on receipt of your booking and confirm your place on receipt of your payment. If you have to cancel your place the following policy will apply: cancellation within 1-14 days of the programme start: 100% charge; 15-30 days: 50% charge; 31+ days: 10% charge. A colleague can take your place, subject to a 10% administration charge. Warren Business Consulting reserves the right to change or cancel any part of the published programme due to unforeseen circumstances and is not liable for any costs incurred by delegates in the unfortunate event that a course is cancelled. Delegates are responsible for arranging their own travel and accommodation and for obtaining visas, and medical and travel insurance. The letters MBA in any course title is used to indicate the nature of the training course. Attendees should be clear that no degree qualification is obtained by attending any Warren Business Consulting course.

*The amount of VAT you are charged will be determined when your invoice is raised. Our VAT number is 211 1256 70

WARREN BUSINESS CONSULTING

OUR WORLDWIDE COURSE LOCATIONS



ABOUT US

- Helping talented individuals build their careers is an inspiring experience. At Warren Business Consulting our focus is on developing tomorrow's E&P managers and leaders.
- We believe that a successful career in upstream oil and gas depends on a thorough understanding of the industry's complexities. Technical expertise is not enough: to become a manager or a leader means understanding the geopolitics, the technology, the finance, the many different stakeholders – as well as knowing how to get the best out of a team.
- The firm was set up in **2012** by Angus Warren, an industry veteran whose career includes 15 years at BP. Since then, hundreds of aspiring managers have been on our courses, in various locations around the world, as part of their career development.
- As well as the public MBA in Oil and Gas courses shown above, we run courses on Contracts and Negotiations, Risk Management, Project Governance and many others; we also deliver in-house courses customised to meet the clients' specific requirements, at a location convenient to them. Our portfolio of products is expanding rapidly so please check the website for latest developments.

For further information, email us: training@warrenbusinessconsulting.com
or call: +44 203 239 0807 (UK) / +1 281 506 2892 (US)

www.warrenbusinessconsulting.com

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