



# **HUMAN CAPITAL DEVELOPMENT AND MANAGEMENT**



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PetroDIAC over the years acquired exceptional capabilities to deliver complete Organizational solutions to support the human element in the Operational Excellence programs.

## Organization Development and Business Process Design

PetroDIAC implements OD intervention initiatives and transformation, organizational design, staffing analysis and optimization in order to align systems, processes and structure to achieve the vision, mission and strategic objectives of Client.

- Develop organizational design and development strategies
- Implement development tools
- Evaluate existing business systems
- Assist in developing project proposals and plans
- Analyze competency model

## Organization Effectiveness Matrix and KPI Design

PetroDIAC understands that measures of effectiveness vary, depending upon environmental context, nature of work, product or service it produced, and customer demands.

- Achieve organizational mission -
- Adaptation to organizational and technological change -
- Developing partnerships and alliances -
- Operational efficiency -
- Image and branding -



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## **Job Profiling and Job Description Development**

Our Talent Management Process is tailored to specific circumstances by adding additional elements or by simplifying and dropping elements depending on the needs of the organization.

- Job's responsibilities
- Experience and skills needed
- Education and credentials required
- Job physical demands and work environment
- Reporting assignment
- Pay range information

## **Competency Based Assessment and Development Programs**

A combination of self-assessment, testing, and individual interviews by PetroDIAC technical experts and qualified assessors using a proven, scalable, multi-step process.

- Plan and manage the assessment process -
- Ensure evidence is relevant, valid, authentic, reliable, current and sufficient -
- Record assessment decisions -



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## **Operator Training and Certification Program Development**

PetroDIAC offers a variety of practical, industry-focused courses that vary in length, location and delivery method, depending on Client needs.

- Monitor the facilities in compliance with Safety and Environmental rules
- Safely perform all routine operations related to operator duties, as well as the key non-routine ones
- Identify equipment deficiencies, explain their root causes, and take appropriate action
- Communicate effectively with their colleagues

## **Training Materials Development**

PetroDIAC works strategically with our partners and customers to ensure we are up-to-date in our teaching and learning methods and technology, and provide an excellent and safe work environment, and training facilities.

## **Operation Excellence Training and Mentorship Programs**

A curriculum based on operations excellence themes and advanced training offered by our operations experts, who have extensive experience in operations in the oil and gas industry.

A black and white photograph of a business meeting. Several people are seated around a table, looking at documents and a tablet. One person is holding a pen, and another is gesturing with their hand. The image is partially obscured by a red banner at the bottom.

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## Custom Training Modules Development and Delivery

- Identify training objectives
- Determine characteristics of trainees
- Design and develop relevant, useful training materials
- Determine the training activities
- Integrate multiple scenarios
- Field-test the training materials

## E-Learning Systems

PetroDIAC partners with E-Learning content providers to deliver end-to-end granular training courses on E-Learning platform with animated Process Flow Diagrams, Digital Asset Twins. We offer Professional development for the entire oil and gas sector; upstream, midstream and downstream - training courses by tutored distance learning.

## 2D and 3D Animation

- Easy controlling
- Visual and motion communication
- Safely simulate dangerous scenarios



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## Instructor-Led Training Courses Delivery

- Refinery Process Engineering Courses
- Upstream Oil & Gas Production Management and Engineering Courses
- Gas Processing Engineering Courses
- Cost and Value Engineering
- Hydrocarbon Supply Chain Management and Optimization
- Value chain optimization
- Planning and Scheduling
- Mechanical Equipment Design and Rating
- Heat Transfer Equipment Design and Rating
- Process Control Systems design
- Process Automation Systems Design
- Management Information and Decision Support Systems
- Safety Philosophy, Strategy and Standards training
- Project Management Fundamentals
- Change Management and Interface Management
- Train the Trainer and Technical Writing for Training Materials
- Maintenance Procedures and systems
- Pre-commissioning, commissioning and start-up procedures and safety standards
- Best practices to Develop and implement operations and maintenance procedures
- Corrosion Engineering and Corrosion Control





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And Solutions Provider**

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