

Training Services

COMPETENCY MANAGEMENT SOLUTIONS FOR THE INTERNATIONAL ENERGY INDUSTRY.



In today's competitive oil and gas business, your industry-leading organization must have a competent workforce able to identify, commercialize, manage and operate its opportunities flawlessly.

Over the past 35 years IHRDC has partnered with companies worldwide to develop their personnel into world-class employees. Our proprietary **Competency Management System (CMS)** provides the tools, resources and support to ensure that your workforce achieves international levels of performance and is prepared to meet the challenges ahead.

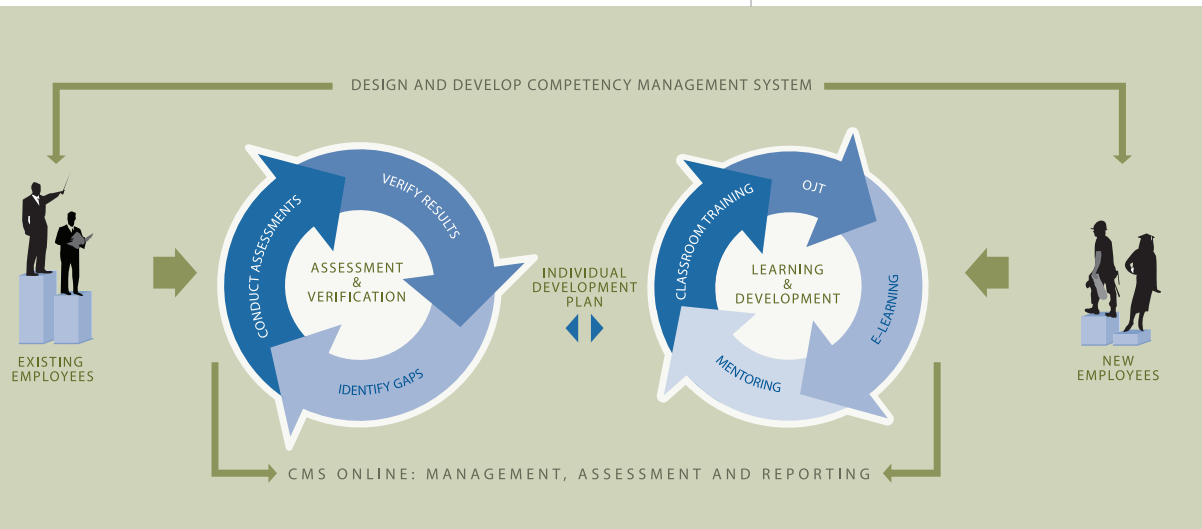
The oil and gas industry's drive toward international standards of performance and nationalization of personnel has sparked a major transformation in how we train and develop our global workforce. IHRDC's CMS provides an integrated approach to managing and developing competence by providing a fit-for-purpose system that supplies managers and employees with the tools to ensure success. By achieving a competent national workforce, our clients permanently lower their operating costs, make sustainable, long-term contributions to the growth of the host country and meet government nationalization quotas.

Our Competency Management System, with its powerful online reporting tools and our team of specialists, will provide your company with a fully integrated, evergreen solution to ensure ongoing and effective employee development.

QUICK FACTS ABOUT IHRDC'S COMPETENCY MANAGEMENT SYSTEM

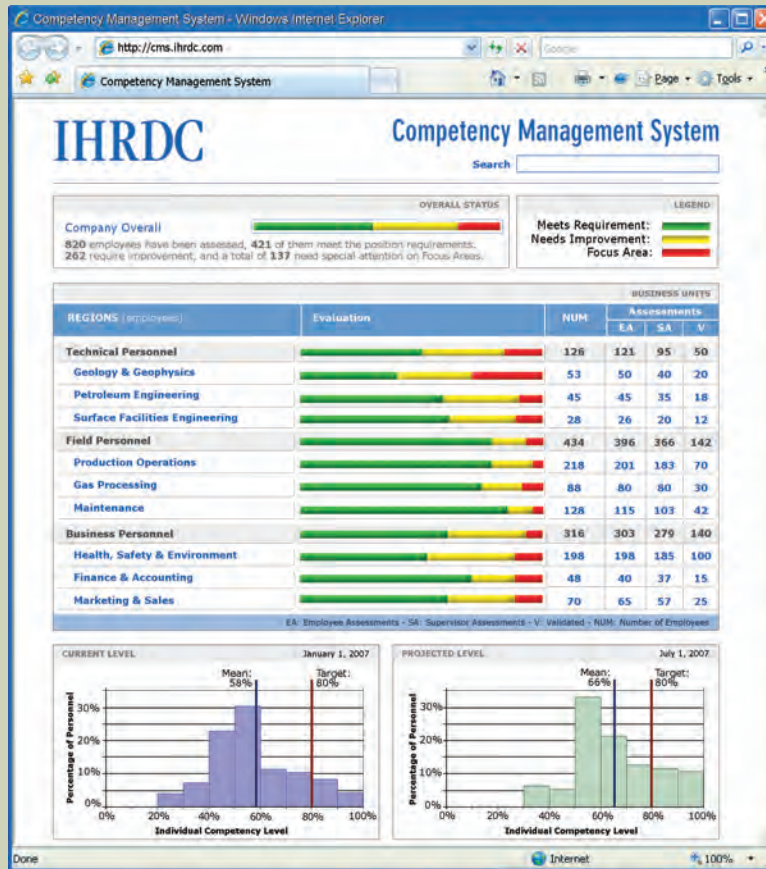
- Customized to meet the unique needs of each client
- Specifically tailored to the oil, gas and power industries
- Provides a consistent approach to assess, manage and track the development of all employees, including technical, field, business and support personnel
- Has been implemented in different applications around the world including the Middle East, North and West Africa, Asia, U.S. and South America
- Facility-specific applications have included oil and gas production, drilling, gas processing, LNG, power and refining projects

THE COMPETENCY MANAGEMENT SYSTEM PROCESS



CMS ONLINE

CMS Online, a web-based, integrated software system, allows all levels of the organization to assess, manage and develop both their own and their organization's competence.



Integrated capabilities:

Includes competency models, assessment and verification tools, and training resources

Sophisticated reporting:

One-click assessment results, individual training plans, course completion tracking and re-assessment, and the ability to estimate the resources, time and money required to bring each employee to his/her target level of competence

Macro and micro management views:

Within a few clicks managers can drill down from seeing the state of workforce development across the entire organization, by job area or by job title, to the individual needs of a single employee

Employee views:

Individuals can clearly understand their job requirements, learning and development needs, and opportunities for career growth

RECENT CLIENTS INCLUDE

- ADMA-OPCO (Abu Dhabi, UAE)
- Burullus Gas Company (Egypt)
- CNOOC (Indonesia)
- Chevron Global Power
- Chevron Nigeria Mid-Africa
- Chevron Pacific Indonesia
- Department of Petroleum Resources (Nigeria)
- Egyptian LNG
- Korea National Oil Corporation
- Kuwait Foreign Petroleum Exploration Company
- Midom Refinery
- National Drilling Company (Abu Dhabi, UAE)
- Oil Search
- Petrobras (Colombia)
- Pride International
- Qatar Gas
- Segas LNG
- Sonahess (Algeria)
- Tecpetrol (Argentina)

IHRDC

PLEASE CONTACT US FOR MORE INFORMATION ABOUT OUR TRAINING SERVICES, INSTRUCTIONAL PROGRAMS, OR E-LEARNING SOLUTIONS:

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