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COURSE BROCHURE

Oil and Gas Corporate Transformation Leadership Training Course

14 – 18 December 2026
London

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Registered in the United Kingdom and Saudi Arabia

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Oil and Gas Corporate Transformation Leadership is a 1-week training course for senior managers who steer company-wide shifts in oil, gas and petrochemical businesses, and it ends with each participant drafting a change roadmap for their own organisation. Restructuring, energy transition repositioning and portfolio exits now reshape whole companies at once, so leaders must sequence them with care. Jupiter Prime Training delivers this view of oil and gas corporate transformation leadership.

Why Oil and Gas Corporate Transformation Leadership Matters Now

Three forces push oil, gas and petrochemical companies into enterprise-level change at the same time: shareholders and lenders asking how hydrocarbon portfolios will be repositioned, and host governments and partners expecting local value and workforce continuity. A company that leads this well protects its licence to operate, keeps scarce technical talent and moves capital toward the businesses it wants to own. The course rests on enterprise strategy practice, stakeholder mapping and benefits tracking.

Who Gains Most from Oil and Gas Corporate Transformation Leadership

- Executives accountable for corporate strategy and portfolio choices
- Business unit heads who must reshape upstream, midstream or downstream units while keeping output steady
- Leaders responsible for organisation design, workforce transition and succession during a restructure
- Senior managers who handle partner, host authority and lender relations
- Heads of transformation offices who sequence initiatives and report progress to the executive committee

An executive committee or a transformation office team gains most when several members attend together.

Oil and Gas Corporate Transformation Leadership Capabilities

Participants learn to turn a divestment or a move into low-carbon businesses into a sequenced, defensible course of action.

- Assess the strategic triggers behind a restructuring or repositioning — the board's decision to proceed
- Build a case for change that links portfolio intent to operating reality — shareholders and partners
- Design a target operating model and the transition states that reach it — executive committee
- Weigh the sequencing of divestments, mergers and new ventures — capital allocation choices

- Communicate the transformation story to workforce, unions and host communities — retention and trust
- Specify the indicators that show the change is holding after launch — benefits owners

Key Oil and Gas Corporate Transformation Leadership Terms

- Case for change — the argument explaining why the company must change and what happens if it does not.
- Target operating model — the intended design of structure, decision rights, processes and capabilities once the transformation is complete.
- Transition state — a stable intermediate configuration the company passes through on the way to its target operating model.
- Portfolio repositioning — the deliberate shift of capital and attention between hydrocarbon, petrochemical and low-carbon businesses.
- Transformation office — the central team that sequences initiatives, tracks benefits and escalates conflicts.
- Change roadmap — a time-phased plan setting out waves of change, owners, dependencies and the indicators that confirm progress.

Oil and Gas Corporate Transformation Leadership Day by Day

Day 1: Forces Reshaping Energy Companies

- Energy Transition Scenarios — Repositioning Pressure on Hydrocarbon Portfolios
- Shareholder and Lender Expectations — Capital Access and Strategic Credibility
- Host Government and Partner Interests — Licence to Operate Conditions
- Strategic Trigger Assessment — Whether to Restructure, Divest or Expand
- Transformation Readiness Diagnostic — Leadership Capacity for Company-Wide Change

Day 2: Building the Case for Change

- Portfolio Value Mapping — Which Businesses to Grow, Hold or Exit
- Case for Change Narrative — Board Approval and Executive Sponsorship
- Burning Platform Versus Ambition Framing — Tone of the Transformation Story
- Joint Venture Partner Alignment — Consent Needed Before Structural Moves
- Board Decision Paper Structure — Clear Choices With Stated Trade-Offs

Day 3: Designing the Target Organisation

- Target Operating Model Design — Decision Rights Across Corporate and Units
- Transition State Planning — Safe Intermediate Structures During Restructure
- Workforce Transition Plans — Skills Retained and Redeployed
- Integration and Separation Blueprints — Mergers, Carve-Outs and Asset Sales
- Production Continuity Safeguards — Protecting Output While Structures Move

Day 4: Sequencing and Sustaining Results

- Change Wave Sequencing — Order of Divestments, Ventures and Restructures
- Dependency and Capacity Mapping — Limits on Simultaneous Initiatives
- Transformation Office Set-Up — Cadence, Escalation and Executive Reporting
- Benefits Tracking Indicators — Evidence That Changes Hold After Launch
- Workforce, Union and Community Messaging — Trust During Uncertain Periods

Day 5: Practising the Change Roadmap

- Case Review of a Refining Divestment — Applying Case for Change Logic
- Petrochemical Integration Simulation — Testing Transition States Under Pressure
- Sequencing Exercise for a Low-Carbon Venture — Wave Order and Dependencies
- Peer Challenge of Draft Plans — Stakeholder Objections and Responses
- Change Roadmap Completion — Waves, Owners, Indicators and Board Asks

Applying Oil and Gas Corporate Transformation Leadership After the Course

- Run a portfolio value mapping session to test which businesses the roadmap grows, holds or exits.
- Convene a transformation office review checking wave sequencing against dependency and capacity limits.

Oil and Gas Corporate Transformation Leadership Questions FAQ

What is oil and gas corporate transformation leadership and why does it matter now?

It is the discipline of steering company-wide change such as restructuring, divestment or repositioning toward low-carbon businesses. It matters now because energy transition pressure, partner expectations and capital markets are reshaping whole oil, gas and petrochemical companies rather than single sites.

Which roles gain most from oil and gas corporate transformation leadership?

Senior leaders responsible for corporate strategy, business units, organisation design and partner relations gain most. Heads of transformation offices also benefit.

How does oil and gas corporate transformation leadership differ from site-level change management?

It works at company level rather than at a plant or field. Site-level courses handle changes to procedures and equipment; this one addresses portfolio choices, operating model redesign and board approval.

What do you bring back from oil and gas corporate transformation leadership training?

You bring back a draft roadmap for a real change in your company. It sets out waves, owners and indicators, with a case for change ready for your executive team.

Oil and Gas Corporate Transformation Leadership: The Way Forward

The change roadmap built during the course first informs the executive committee's choice of which wave to launch and which to hold. Transformation office leads and business unit heads use it to assign owners and track indicators. After the first wave, sequencing assumptions and partner positions deserve a fresh look, since early results change what the company can attempt next.