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COURSE BROCHURE

Building the Women Leadership Pipeline in Energy Training Course

10 – 14 May 2027
Paris

Building the Women Leadership Pipeline in Energy Training Course

Ref: 2987_125963 **Date:** 10 – 14 May 2027 **Location:** Paris **Fees:** 5900 GBP

Building the women leadership pipeline in energy is a 1-week training course for human resources, talent and line leaders in energy companies who must move more women into technical and operational leadership, producing a talent pipeline action plan. Energy employers face retiring technical leaders and a narrow field of successors, and many capable women leave before reaching supervisory or plant roles. Jupiter Prime Training delivers this building the women leadership pipeline in energy course.

Why Building the Women Leadership Pipeline in Energy Matters Now

Three groups shape this pipeline today. Boards and investors increasingly ask energy companies to report how many women hold technical and operational leadership roles. Line managers in plants, rigs and control rooms decide who gets the field rotations that lead to promotion. Early-career women engineers weigh whether site conditions, shift patterns and visible sponsors make a long career realistic. A company that manages the pipeline well widens its successor pool for critical roles; one that ignores it keeps losing trained engineers at the point where they become most valuable.

Who Gains Most from Building the Women Leadership Pipeline in Energy

- Talent leaders who run succession reviews for technical and operational roles
- Human resources partners who design hiring, rotation and retention measures
- Line leaders who assign field postings, shift roles and stretch projects
- Learning leaders who shape development paths for early-career engineers
- Diversity and inclusion leads who track representation and exit data

Leadership groups gain most when human resources partners and operational line leaders from the same business attend together.

Building the Women Leadership Pipeline in Energy Capabilities

Participants trace where women leave or stall on the route from graduate engineer to plant or asset leader, then design measures for each point.

- Assess representation at each career stage using pipeline flow data — talent committee
- Identify barriers in field access, shift design and site facilities — operations leadership
- Design a sponsorship scheme linking senior leaders to high-potential women — executive sponsors
- Build succession slates with women candidates for critical technical roles — succession review
- Specify retention measures for key career transition points — human resources partners
- Communicate pipeline targets and progress measures — board and investors

Key Building the Women Leadership Pipeline in Energy Terms

- Leadership pipeline — the sequence of roles that leads from entry-level engineer to technical or operational leader.
- Sponsorship — a senior leader actively using influence to open roles and visibility for a named individual.
- Succession slate — the list of ready and near-ready candidates for a specific critical role.
- Field rotation — a time-bound posting to a plant, rig or site that builds operational credibility.
- Leaky pipeline — the pattern of women leaving at particular career stages faster than men.
- Retention risk flag — an early signal, such as a stalled move, that a valued employee may leave.

Building the Women Leadership Pipeline in Energy Day by Day

Day 1: The Pipeline Picture in Energy

- Career Stage Representation Map — Where Women Drop Out of Technical Tracks
- Exit Interview and Engagement Data — Reasons Behind Early Departures
- Critical Role Inventory — Technical and Operational Posts Needing Successors
- Investor and Board Reporting Expectations — Disclosure of Leadership Representation
- Business Case for Wider Successor Pools — Linking Pipeline to Operational Continuity

Day 2: Barriers to Field and Operational Roles

- Field Access Audit — Site Facilities, Accommodation and Personal Protective Equipment Fit
- Shift Pattern and Rotation Design Review — Compatibility With Career Progression
- Assignment Allocation Patterns — Who Receives Stretch Projects and Postings
- Performance Rating Calibration — Testing Ratings for Uneven Outcomes
- Site Culture Pulse Survey — Respect, Safety and Belonging Signals

Day 3: Sponsorship and Development Paths

- Sponsor Matching Criteria — Pairing Senior Leaders With High-Potential Engineers
- Sponsor Commitments Charter — Expected Actions and Review Points
- Technical Leadership Development Path — Milestones From Engineer to Supervisor
- Peer Networks and Mentoring Circles — Support Across Sites
- Return-to-Work Pathways After Career Breaks — Keeping Technical Skills Current

Day 4: Succession and Retention Measures

- Succession Slate Building Rules — Requiring Women Candidates for Critical Roles
- Readiness Assessment for Plant and Asset Leadership — Gaps and Development Moves
- Retention Risk Flags — Early Warning for Valued Engineers
- Flexible Working Options in Operations — What Field Roles Can Accommodate
- Pipeline Progress Measures — Hiring, Promotion and Retention Ratios

Day 5: Practising the Talent Pipeline Action Plan

- Pipeline Diagnosis for One Business Unit — Applying Representation and Exit Data
- Priority Barrier Selection — Choosing the Three Measures With Most Effect
- Sponsorship and Succession Commitments — Named Owners and Review Dates
- Line Leader Briefing Pack — Explaining Changes to Assignment and Rotation
- Talent Pipeline Action Plan — Finalising Measures, Owners and Progress Indicators

Applying Building the Women Leadership Pipeline in Energy After the Course

- Lead a career stage representation review for one technical function.
- Run a succession slate check on the next three critical role vacancies.

Building the Women Leadership Pipeline in Energy Questions FAQ

What is building the women leadership pipeline in energy and why does it matter now?

It is the organisational work of moving more women into technical and operational leadership. It matters now because energy companies face thin successor pools and growing board interest in leadership representation.

Which roles gain most from building the women leadership pipeline in energy?

Human resources, talent and line leaders gain most. You benefit if you run succession reviews, assign field postings, design development paths or track representation and exits.

How does building the women leadership pipeline in energy differ from a women's executive leadership course?

It changes the system, not one person's career. An executive leadership course for women develops individual skills; this one equips the leaders and human resources teams who control postings, sponsorship and succession.

What do you bring back from building the women leadership pipeline in energy?

You bring back an action plan for one business unit, listing priority barriers, sponsorship and succession commitments, owners and the indicators that show progress.

Building the Women Leadership Pipeline in Energy: The Way Forward

The talent pipeline action plan first informs the next succession review and the allocation of field rotations. Talent leaders, human resources partners and line managers all use it. After its first review cycle, compare promotion and exit figures with the starting map, and decide whether the chosen barriers were the ones holding women back.