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COURSE BROCHURE

# Advanced Multinational Oil and Gas Team Leadership Training Course

28 March – 8 April 2027
Muscat

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Registered in the United Kingdom and Saudi Arabia

# Advanced Multinational Oil and Gas Team Leadership Training Course

**Ref:** 1251_47054 **Date:** 28 March – 8 April 2027 **Location:** Muscat **Fees:** 11700 GBP

Multinational Oil and Gas Team Leadership is a 2-week advanced training course for senior managers and team leaders in international oil and gas operations that ends with a Multinational Team Leadership Charter for the participant's own unit. Rigs, plants and project offices now combine many nationalities, partner secondees and contractor crews, and performance depends on how well leaders hold them together under pressure. Jupiter Prime Training treats multinational oil and gas team leadership as the people side of running international operations.

## Why Multinational Oil and Gas Team Leadership Matters Now

Three forces shape leadership in international operations today: workforces drawn from dozens of nationalities with different expectations of authority, joint venture partners and host governments who expect visible local development, and price swings that force rapid cost and staffing decisions. A leader who builds trust across these groups keeps safety, morale and output steady through change. One who leads every team the same way risks misread instructions, hidden safety concerns and talent leaving at the worst moment. The course draws on cultural dimension models, situational leadership, psychological safety research and structured change methods applied to field and office settings.

## Who Gains Most from Multinational Oil and Gas Team Leadership

- Leaders who direct mixed-nationality crews on rigs, plants and offshore installations
- Managers who coordinate partner secondees within joint venture organisations
- Heads of function who represent their operation to host government bodies
- Leaders accountable for local workforce development and succession
- Senior supervisors steering teams through restructuring and cost cuts

Leadership teams of one asset or joint venture gain most when several members attend together, because they agree one leadership approach for the whole operation.

## Multinational Oil and Gas Team Leadership Capabilities

Participants learn to read cultural signals, build trust with partners and keep crews safe and engaged through volatile conditions.

- Assess team culture and communication gaps using cultural dimension profiles — crew briefings and handovers
- Build trust and influence with joint venture partners and secondees — operating committee relationships
- Design local talent and succession plans with measurable milestones — host government expectations
- Apply safety leadership practices that encourage speaking up — incident prevention at the worksite
- Weigh staffing and cost options during price downturns — workforce restructuring decisions
- Communicate change consistently across languages and sites — morale and retention

## Key Multinational Oil and Gas Team Leadership Terms

- Cultural dimensions — Measurable differences between national cultures, such as attitudes to hierarchy, uncertainty and individualism, used to adapt leadership style.
- Psychological safety — A shared belief that people can raise concerns or admit errors without fear of blame or punishment.
- Secondee — An employee placed by one joint venture partner to work inside the operator's organisation for a defined period.
- Local content — The share of workforce, goods and services sourced from the host country under contract or policy expectations.
- Situational leadership — Adjusting direction and support to the competence and commitment of each person or team.
- Stop-work authority — The right of any worker to halt a task they believe is unsafe without fear of reprisal.

## Multinational Oil and Gas Team Leadership Day by Day

### Day 1: Leading in International Operations

- Operating Models of International Oil Companies — Leadership Role Scope
- Workforce Mix of Nationals, Expatriates and Contractors — Team Composition Risks
- Leadership Challenges on Rotational Crews — Continuity Across Shifts
- Personal Leadership Profile and 360 Feedback — Development Priorities
- Case Examples from Upstream and LNG Operations — Lessons in Leading Abroad

### Day 2: Culture and Communication

- Cultural Dimension Profiles for Mixed Crews — Style Adaptation
- High- and Low-Context Communication — Instruction Clarity
- Language Barriers in Safety-Critical Tasks — Verification Techniques
- Feedback Across Cultures — Performance Conversation Design
- Conflict Patterns in Multinational Teams — Early Resolution

## Day 3: Building High-Trust Teams

- Trust Formation in Temporary and Rotational Teams — Onboarding Rituals
- Psychological Safety Assessment — Speaking-Up Climate
- Team Charters and Working Agreements — Shared Expectations
- Virtual Leadership Between Field and Head Office — Remote Coordination
- Recognition Across Cultural Norms — Motivation Choices

## Day 4: Joint Venture and Partner Leadership

- Operator and Non-Operator Roles — Influence Without Authority
- Leading Seconded Staff — Dual Loyalty Management
- Operating Committee Preparation — Aligned Partner Positions
- Partner Dispute Escalation Paths — Relationship Preservation
- Joint Venture Culture Integration — Common Ways of Working

## Day 5: Host Government and Community Relations

- Host Government Stakeholder Mapping — Engagement Priorities
- Local Content and Nationalisation Expectations — Workforce Planning
- Community Relations and Social Licence — Grievance Handling
- Protocol and Etiquette in Official Meetings — Relationship Building
- Reputation Risks in Host Countries — Leadership Messaging

## Day 6: Safety Leadership

- Visible Felt Leadership Site Visits — Safety Culture Signals
- Stop-Work Authority Across Cultures — Barriers to Intervention
- Learning Reviews After Incidents — Blame-Free Investigation
- Contractor Safety Leadership — Shared Standards on Site
- Fatigue and Rotation Risk — Crew Welfare Decisions

## Day 7: Decisions Under Volatility

- Price Scenarios and Their People Impact — Workforce Planning Options
- Decision-Making Biases Under Pressure — Better Judgement
- Cost Reduction Without Losing Capability — Critical Role Protection
- Crisis Leadership for Operational Events — Command and Communication
- Scenario Exercises on Downturn Choices — Leadership Team Alignment

## Day 8: Leading Change

- Structured Change Models for Operations — Change Sequencing
- Resistance Diagnosis Across Cultures — Engagement Tactics
- Restructuring Communication Plans — Message Consistency
- Digital and Automation Change on Sites — Skills Transition
- Change Champions Networks — Field Adoption

## Day 9: Developing Local Talent

- Competency Frameworks for Technical Roles — Gap Identification
- Succession Planning for Critical Positions — Expatriate Replacement
- Coaching and Mentoring Across Generations — Knowledge Transfer
- Graduate and Technician Development Paths — Retention Levers
- Measuring Leadership Development Impact — Board Reporting

## Day 10: Practising the Multinational Team Leadership Charter

- Unit Culture and Trust Diagnosis — Applying Cultural and Safety Tools
- Partner and Government Engagement Plan — Applying Stakeholder Methods
- Talent and Succession Actions — Applying Development Frameworks
- Change and Volatility Response Plan — Applying Decision Methods
- Multinational Team Leadership Charter — Commitments for the Leadership Team

## Applying Multinational Oil and Gas Team Leadership After the Course

- Run a short psychological safety pulse survey with one crew and agree two actions with its supervisors to raise speaking-up rates.
- Map the joint venture partners and host government contacts for your unit and set an engagement rhythm for the next quarter.

## Multinational Oil and Gas Team Leadership Questions FAQ

### What is multinational oil and gas team leadership, and why does it matter now?

It is the practice of leading mixed-nationality crews, partners and contractors in international operations. It matters now because diverse workforces, local content expectations and price swings demand leaders who keep trust and safety steady through change.

### Which roles gain most from multinational oil and gas team leadership skills?

Senior managers and team leaders in international oil and gas operations gain most. Leaders of joint venture units and those representing operations to host governments also benefit, as they balance partner, community and workforce expectations daily.

### How does a multinational oil and gas team leadership course differ from an international oil and gas management course?

It focuses on leading people rather than running the business. You work on culture, trust, safety leadership, partner relations and talent, while a management course centres on fiscal terms, markets, contracts and strategy.

## What do you bring back from multinational oil and gas team leadership training?

You bring back a leadership charter for your own unit. It sets out culture and trust actions, partner and government engagement, talent plans and how the team will respond to change.

## Multinational Oil and Gas Team Leadership: The Way Forward

The Multinational Team Leadership Charter gives a leadership team one shared set of commitments for culture, safety, partners and talent. Its first use is often a crew briefing or restructuring decision, read by supervisors and partner representatives. Revisit it after each crew change or partner rotation, because a multinational team's dynamics shift every time its membership does.