



**GLOBAL
REMOTE
TECHNOLOGIES LTD.**

COACHING & MENTORING

Operators new to their career are paired with veteran industry consultants in a program that creates a thorough training environment to produce versed operators in the industry.



The coaching and mentoring program at Global Remote Technologies is designed to work with entry-level operators in a closely monitored mentoring environment. This improves their professionalism throughout their career, and improves the industry as a whole by cultivating the operators' comprehensive development early in their careers.

Despite recent challenges in the oil and gas industry, there is still a strong trend for long-term careers in petroleum commerce. Many companies report personnel shortages, and with the upcoming phenomenon known as the Big Crew Change developing over the next decade, the market for petroleum operators is more demanding than ever. To grow employee numbers, oil and gas companies around the world have adapted their operator training programs, but are still falling short in staffing numbers. The issue is a lacking of *experienced operators*.

Finding New Talent

Start-up operators bring great potential to the industry. They are often eager to learn and absorb information quickly. The disadvantage of this newer generation is they are often missing the rigorous training their predecessors underwent. In previous years, companies in the oil and gas industry provided the necessary training and resources that would have afforded operators to gain several years of extensive field experience prior to escalating to management positions. As pressure on capital budgets increased in response to lower oil prices, many staff training programs were shortened greatly.

Structured Transfer of Knowledge

One of the most effective methods to do this is by establishing a structured mentoring program that's aimed primarily at the transfer of company or industry-specific knowledge within a company. Transferring information in this manner helps younger talent enhance their skill sets on the job and prepare them for advancement—without them or their employers having to pay for external training. Additionally, mentoring programs offer mature workers the challenge of becoming "teachers," as well as the satisfaction of performing more meaningful work. For mid-career professionals poised to replace retiring employees, mentoring can help them enhance their soft skills—attributes such as strategic thinking and leadership abilities they'll need to fill senior positions once the more mature workers retire.

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Talent Engagement and Attraction

A mentorship program that allows employees to expand their knowledge and skills as a part of their jobs can encourage existing employees to always rise to the next level, since they'll feel valued for their contributions. But more than that, Global Remote Technologies' structured mentorship program can help attract new talent who are looking for work environments in which they can develop and advance their careers.

Solution

Global Remote Technologies' coaching and mentoring program merges experienced industry consultants with incoming or inexperienced operators. Within a closely monitored coaching and mentoring environment, the new operator has opportunities to learn from the more experienced consultant. The ultimate goal of the coaching and mentoring program is for the inexperienced operator to grow into a well-rounded, field-trained operator who is truly ready to transfer to the next step when management opportunities arise.

By integrating Global Remote Technologies' structured mentoring programs into existing talent management strategies, clients will create a system of continuous knowledge transfer that can help avert the skills gap, enhance employee engagement, and maximize human capital.