



IMMERSIVE LEARNING SERIES

Upstream **Immersive** Learning Program

NON-TECHNICAL ROLES EDITION

A practical, field-focused introduction to the upstream oil and gas industry — designed for professionals in organizational, financial, administrative, HR, and legal functions.

- 3-Day Intensive Immersive Experience
- Experiential Learning — Not Just Theory
- Gamified Activities & Real Field Simulations
- Kuwait Upstream Context & Local Field Examples
- Cross-Functional Integration Workshops



PROGRAM OVERVIEW

Bridging the Gap Between Field Operations and Support Functions

This three-day program provides non-technical professionals with a practical, field-focused introduction to the upstream oil and gas industry, combined with a clear understanding of the organizational, financial, administrative, and regulatory functions that support daily field operations. Participants learn how oil fields operate — from drilling and wells to production systems and surface facilities — while also exploring the essential business, HR, finance, and legal processes that keep operations running safely and efficiently.

Who Should Attend

Non-technical professionals in HR, finance, legal, administration, HSSE, procurement, and other support functions entering or working within the upstream energy sector.

Program Approach

Delivered through experiential learning, not just theory. Sessions include hands-on activities, interactive simulations, team exercises, and engaging learning experiences that bring real upstream scenarios to life.

3

DAYS

8

METHODOLOGIES

100%

EXPERIENTIAL

KW

FIELD CONTEXT

TRAINING OBJECTIVES

- Build Essential Technical Awareness**
Provide a clear understanding of the upstream value chain — exploration, drilling, well operations, production systems, and surface facilities — using real onshore examples in a simple, accessible way.
- Strengthen Understanding of Core Support Functions**
Clarify how organizational, administrative, financial, HR, HSSE, and legal functions directly contribute to safe and reliable field operations, enabling effective coordination and operational readiness.
- Enhance Confidence in Cross-Functional Communication**
Introduce common industry terminology, field workflows, and operational touchpoints to help participants interact confidently with technical teams and strengthen decision-making through group problem-solving.
- Support Early Career Readiness**
Build a strong foundation in both the technical environment and organizational processes behind successful upstream operations, measured through structured pre- and post-assessments.

IDRAK'S METHODOLOGY

Eight Pillars of Immersive Learning

IDRAK's methodology is built around a single principle: professionals learn best by doing. Every session, activity, and assessment is designed to create memorable, transferable learning experiences rooted in the realities of Kuwait's upstream sector.

1

Experiential, Hands-On Learning

Participants learn through hands-on activities, interactive scenarios, and board-based exercises that mirror actual field operations.

2

Gamification & Engaging Activities

Kuwait oil field-themed challenges, treasure hunts, and Kahoot quizzes reinforce key ideas in a fun, memorable way while building teamwork.

3

Simplified Technical Demonstrations

Visual models and step-by-step breakdowns explain drilling, well operations, and production systems at a level accessible to non-technical learners.

4

Cross-Functional Integration Workshops

Participants simulate documentation flow, approval chains, and operational readiness — highlighting how HR, finance, and legal functions support field activities.

5

Real Field Examples & Kuwaiti Context

Learning is anchored with authentic examples from local field operations, ensuring strong relevance to Kuwait's upstream context and daily workflows.

6

Capstone Problem-Solving Project

A non-technical capstone project where participants solve an upstream scenario focusing on logistics, HSE, communication, and team coordination.

7

Continuous Reflection & Assessment

Pre- and post-assessments measure sector familiarity, confidence, and professional competencies — ensuring measurable impact beyond the classroom.

8

Knowledge-Transfer & Professional Standards

IDRAK develops professionals who understand the real sector, not abstract theory. All company-specific information is handled with strict confidentiality and professional standards.

Why Experiential Learning Works

Research consistently shows that active, experience-based learning leads to significantly higher retention, stronger engagement, and faster on-the-job application compared to traditional classroom instruction. IDRAK's methodology is purpose-built to deliver exactly that.

75%

HIGHER RETENTION

3x

FASTER APPLICATION

PROGRAM STRUCTURE

The 3-Day Learning Journey

Three intensive days that progressively build technical awareness, cross-functional understanding, and field-ready confidence — through a carefully sequenced blend of instruction, simulation, and collaborative challenge.

1 DAY	The Upstream World — From Field to Function - Oil & Gas Value Chain - Upstream Overview - Exploration & Drilling Basics - Well Operations Introduction - Surface Facilities & Production Systems - Kuwait Field Context & Real Examples - Team Formation & Gamified Intro Activity
2 DAY	Support Functions in the Field — Where Business Meets Operations - HR & Workforce Management in Upstream - Finance & Cost Control in Field Operations - HSSE Roles & Responsibilities - Legal & Regulatory Frameworks - Documentation Flow & Approval Chains - Cross-Functional Integration Workshop - Oil & Gas Treasure Hunt Activity
3 DAY	Capstone Challenge, Gamified Competition & Closing - Non-Technical Capstone Project - Upstream Scenario: Logistics, HSE & Coordination - Team Presentations & Expert Evaluation - Kahoot Knowledge Challenge - Pre- & Post-Assessment - Awards & Certificates of Participation

What Participants Take Away

- Confident understanding of upstream operations and terminology
- Stronger cross-functional communication with technical teams
- Measurable competency growth via pre/post assessment
- Clarity on how their role directly supports field performance
- Applied problem-solving skills for upstream support scenarios
- Certificate of participation from IDRAK Training & Consulting

Empower Your Non-Technical Teams Today

Partner with IDRAK to deliver this transformative program for your organization's support function professionals.

info@idrak-kw.com

(+965) 22675334

[idrak-kw.com](https://www.idrak-kw.com)