



# CAMERON



This class has been one of the most beneficial classes I have attended. Thank you for everything!

– Diana Carmona



## LEADERSHIP DEVELOPMENT

### CAMERON DEVELOPS LEADERS OF TOMORROW THROUGH ISPEAK CUSTOMIZED TRAINING WORKSHOPS

#### BACKGROUND

Cameron is a leading global manufacturer, provider, and servicer of oil and gas industry equipment. The company makes products that control pressure at oil and gas wells. Cameron developed an internal Global Rotational Development Program (GRDP) to internally develop the leaders of tomorrow from a pool of high-potential employees. iSpeak was asked to develop and deliver the leadership workshops for the annual *GRDP Leadership Week* event held each summer for over 140 attendees.

#### CHALLENGE

The training delivered during Leadership Week must be customized to Cameron corporate culture and the oil industry. It must also teach practical leadership skills in a high-energy, fast-paced format. Heavy interaction and participation will be required to keep the large groups engaged while learning new skills.

#### SOLUTIONS

iSpeak developed 8 experiential half-day leadership sessions for the *GRDP Leadership Week*. Four workshops are delivered in odd years and the other four are delivered in the even years. This provides a low-maintenance method to keep the content unique for each participant over the two-year GRDP experience. Each workshop was customized by the iSpeak curriculum development team to incorporate scenarios specifically related to Cameron and the oil industry. Competencies focused on effective communication for leaders and aligned with the Cameron competency model for leaders.