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ICE-Energy Learning School

...empowering for global relevance & Productivity

Middle East | Africa | Europe

Faculty Board Message

Dear Participants,

Welcome to ICE Energy Learning School (ICE-ELS), a specialized knowledge and capacity-building institute dedicated to advancing excellence across the energy, extractives, and blue economy sectors. Rooted in over two decades of industry expertise, we design and deliver high-impact training programmes that empower professionals, institutions, and governments to respond effectively to evolving global and regional challenges.

Our offerings span a diverse range of thematic areas, including leadership & management, blue economy & local content development. ICE-ELS hosts both in-country and international programmes, fostering collaboration, innovation, and strategic thinking among a growing network of change-makers.

Through our work, we remain committed to shaping capable leaders and resilient institutions for a just, inclusive, and sustainable energy future.



Herve Canarelli
Chairman, Faculty Board



What We Seek

ICE Energy Learning School (ICE-ELS) is the professional development and capacity-building arm of ICE, dedicated to equipping decision-makers, senior executives, legislators, and technical professionals with the tools to lead in a transforming energy world.

We recognize that the road to net-zero and energy security will not be paved by technology alone—but by the decisions of people. That is why ICE-ELS designs and delivers high-level training programs tailored to the complex realities of the oil and gas sector, particularly in Africa and other emerging regions. Our faculty of global experts and industry veterans bridges academic rigor with real-world application—preparing participants to not only respond to energy challenges but to lead transformation.

At the heart of our model is an understanding that empowerment through knowledge is the foundation for resilient energy systems. Whether through legislative energy briefings, policy development clinics, or executive transition labs, ICE-ELS trains the leaders who will shape the future of energy in their countries and beyond.



Our Strategic Priorities:

Capacity Development & Empowerment:

Through ICE Energy Learning School (ICE-ELS), we offer training programs, fellowships, and workshops to develop expertise in energy governance, innovation, and sustainable finance. This is designed to equip emerging and mid-career professionals with practical skills, mentorship, and sector-specific knowledge to drive impact in the evolving energy landscape.

Advanced Energy Leadership and Policy Competence:

Equip senior professionals, government officials, legislators, and corporate executives with strategic insight and technical acumen to shape and implement effective energy policies, lead regulatory reform, and drive innovation across the oil and gas value chain.

Research Development & Publication:

With our team of specialists and industry experts, we produce data driven analysis on energy markets, climate policy, and emerging technologies (e.g., renewable, hydrogen, carbon capture). In demonstration of our commitment to research, we publish reports, policy briefs, and scenario modeling to inform decision-makers.



Our Approach

At ICE Energy Learning School (ICE-ELS), our approach is rooted in the belief that knowledge is not just power—it is preparedness, influence, and resilience. We develop world-class learning experiences that respond to the urgent need for skilled leadership in the energy sector, particularly in Africa and other emerging economies.

Our mission is to bridge technical expertise with strategic leadership by offering targeted training for professionals, legislators and policymakers. By combining cutting-edge global insights with regionally relevant content, ICE-ELS delivers programs that sharpen competencies, enhance policy thinking, and strengthen institutional capacity for the energy transition.

We operate at the intersection of academia, industry, and governance—delivering customized curricula, executive masterclasses, and scenario-based simulations designed to solve real-world challenges in oil, gas, and the broader energy system. Our faculty includes practitioners, regulators, scholars, and innovators who bring firsthand experience to every learning engagement.

As a subsidiary of the International Center for Energy, ICE-ELS plays a vital role in advancing a just, inclusive, and competence-driven transition. We are committed to ensuring that those who shape laws, lead agencies, and drive energy companies have the knowledge, tools, and confidence to build resilient and future-ready energy systems.



Our Parent Firm

ICE-ELS is a subsidiary of the International Centre for Energy, a global organization which provides regionally tailored solutions designed to inspire and propel governments and organizations towards sustained innovation and efficiency in their energy ecosystems covering the Oil, Gas and Electricity & Maritime value chains. Together we are dedicated to transforming the energy infrastructure of Sub-Saharan Africa, driving reform and tangible development, and offering vital expertise to overcome deeply endemic challenges.

As a global brand, International Center for Energy (ICE) is championing impactful projects, strategic advocacy, and targeted capacity development. With a strong focus on Africa and the Caribbean, ICE leads the charge in delivering innovative, relevant solutions that promote environmental sustainability, economic resilience, and social equity within the energy sector. Anchored on the United Nations Sustainable Development Goals particularly SDG 13 (Climate Action), ICE is at the forefront of the global transition to cleaner, more inclusive energy systems. We work to reduce dependence on fossil fuels and hydrocarbons, advocating for climate-conscious policies and implementing scalable projects that foster renewable energy adoption, efficiency, and carbon reduction.



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**SIGNATURE
PROGRAMS**

*** LOCAL CONTENT, CORPORATE GOVERNANCE & ACCESS TO FINANCE**

*** NEGOTIATING & STRUCTURING OIL & GAS CONTRACTS**

*** LEADERSHIP & MANAGEMENT IN THE ENERGY SECTOR**

LOCAL CONTENT, CORPORATE GOVERNANCE & ACCESS TO FINANCE

Local content policies have become a critical component of energy sector development strategies in resource-rich countries. These policies are designed to increase domestic participation in the oil and gas industry, promote technology transfer, and strengthen local industrial capacity.

This programme provides a comprehensive analysis of the regulatory frameworks governing local content implementation, the financial mechanisms supporting indigenous participation, and the governance structures required to ensure transparency and accountability.

Participants will gain insights into global best practices in local content development and learn how to design effective strategies for implementing local content policies while ensuring compliance with regulatory requirements and commercial viability.

Programme Objectives

Participants will learn to:

- *Understand the principles and objectives of local content policies*
- *Frameworks governing local participation in the energy sector*
- *Design effective local content strategies*
- *Understand financing mechanisms for indigenous companies*
- *Apply corporate governance principles in energy sector institutions*
- *Evaluate international best practices in local content development*

NEGOTIATING & STRUCTURING OIL & GAS CONTRACTS

This 3 day executive program provides participants with a comprehensive understanding of the legal, commercial, and strategic frameworks required to successfully negotiate and structure oil and gas agreements. Participants will gain insights into production sharing contracts, joint venture agreements, fiscal regimes, and risk allocation mechanisms commonly used in the global energy industry.

The program is designed for legal practitioners, regulators, government officials, energy executives, and professionals involved in oil and gas transactions who seek to strengthen their capacity to negotiate and structure commercially viable and legally sound energy agreements.

Target Participants

- Oil and gas executives
- Government regulators
- policymakers
- Energy lawyers
- Commercial managers
- Project finance professionals
- National oil company staff



LEADERSHIP & MANAGEMENT IN THE ENERGY SECTOR

This 3-day signature program provides participants with a strategic understanding of leadership and management within the complex and evolving energy sector. The program examines how leaders can effectively manage organisations, projects, and stakeholders within environments shaped by regulatory change, market volatility, and the global energy transition.

Participants will explore practical leadership approaches for managing multidisciplinary teams, making strategic decisions, and delivering results in energy institutions and companies. The program also examines governance structures, institutional leadership, and the role of executives in shaping policy and organisational performance in the energy industry.

The program is designed for senior professionals and decision-makers seeking to strengthen their leadership capacity and strategic effectiveness within energy organisations and regulatory institutions.

Target Participants

- Energy sector executives
- Government regulators and policymakers
- Senior managers in energy companies
- National oil company officials
- Energy advisors and consultants
- Project managers in energy projects
- Professionals transitioning into leadership roles within the energy sector



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INTERNATIONAL
& IN-COUNTRY
PROGRAMS



ICE-ELS is committed to building and enhancing local expertise in Oil & Gas, Power, Energy and Climate Change, across Africa. Working with a team of experts across the energy sector, our workshops and seminars are dedicated to engaging with policy leaders and regulators within the Energy industry, through the analysis of legislation/regulation, and making viable proposals for reform. We also offer tailored training solutions to meet specifics of clients in line with global standards. ICE-ELS has a global presence as well as an extensive network of faculty members across the world.

We offer both International and In-country programs:

Programs at a glance

We offer both International and In-country programs:

Leadership and Management



Local Content



Blue Economy



Geosciences



Negotiation and Dispute Resolution



Technology and Information System



LEADERSHIP & MANAGEMENT (MODULE 1)

LEADERSHIP PROGRAM FOR MID-LEVEL MANAGERS

DURATION : 4 DAYS



It is common knowledge that effective leadership eludes many people and organizations. This training will include topics that exposes what great managers do to inspire their teams in order to achieve results for themselves and their organizations. Management is about coping with complexities. A good management brings a degree of order and consistency to key dimensions, for example quality and profitability in any organization. Good leadership no doubt is coping with change as the business world has become more competitive and more volatile. Part of the reason are increasing technological changes, greater international competition, an unstable oil cartel, changing demographic of the work force etc.

For Who:

- Early career managers and officers in the public and private sectors, who need to be grounded in management principles
- Team leaders, supervisors and line managers in professional organisations, NGOs and not-for-profit enterprises, law enforcement officers, administrative officers in political parties

Benefits

- An understanding of what managing an enterprise entails.
- In addition to the soft skills required for managing people, you will acquire specific skills to improve your management competence and grow your career

COURSE OUTLINE

- Introduction -
What is Management?
- Problem Solving Skills
- The Management Process
- Management by Objectives
- Enterprise management and Risk
- Communication
- Leading people for success

LEADERSHIP & MANAGEMENT (MODULE 2)

LEADERSHIP PROGRAM FOR SENIOR MANAGERS & CHIEF EXECUTIVES

DURATION : 4 DAYS



It is common knowledge that effective leadership eludes many people and organizations. This training will include topics that exposes what great managers do to inspire their teams in order to achieve results for themselves and their organizations. Management is about coping with complexities. A good management brings a degree of order and consistency to key dimensions, for example quality and profitability in any organization. Good leadership no doubt is coping with change as the business world has become more competitive and more volatile. The reason include increasing technological changes, greater international competition, an unstable oil cartel and changing demographic of the work force etc.

For Who:

- Current leaders in senior management cadre, team leaders in private and public sectors, typically with over seven years of experience managing people and accountable for defined tasks
- Middle Managers ready to take on senior management responsibility
- Chief Executives

Benefits

- Gain the respect you need as a leader to manage your team well
- You will be able to understand the complexity in leading people in the work place and outside, as well as how leadership makes the difference
- Create an effective self-development plan to ensure your growth as a leader
- Apply the knowledge and skills you learn to develop your own team performance and your organization
- Introduction - What is Leadership
- Emotional Intelligence
- Team Building
- Communication and the art of influencing
- Employee Motivation, Engagement & Retention
- Leading people for success
- An Effective Executive

UNDERSTANDING LOCAL CONTENT LAWS, POLICIES AND ACCESS TO FINANCE

DURATION : 4 DAYS



Managing natural resources for the benefit of host nations and towards building a strong economic basis for future generations must be a priority for the political leadership over the next 10-20 years. Many resource-rich countries accept the importance of Local Content provisions and integrate a range of requirements for local content within the legal and regulatory framework. For those navigating commercial transactions in these regions it is imperative that you have a confident understanding on Local Content laws and requirements and how it may impact your project. This 3 day programme explores the Local Content legislation within your region and implications to the structure and development of a project. Participants will learn how to develop an effective local content strategy that enhances the effectiveness of your corporate activities, structure a project which complies with the letter and spirit of local content requirements and also confidently complete required documentation and on-going monitoring requirements. This workshop is also for indigenous companies looking to assess and who require clarity on the conditions that apply

COURSE OUTLINE

- Introduction to Local Content Principles
- Local Content Regulation and Overseeing Bodies
- Local Content Legislation in Your Region
- Employment Requirements
- Procurement Requirements
- Training Requirements
- Technology Transfer
- Monitoring and Enforcement Mechanisms
- Government Obligations
- Public Private Local Content Programs
- Building Relationships within Host Communities
- Preparing Local Content Documentation
- Nigerian Content Research and Development Fund (NCRDF) – Clarification
- Guidelines on how to access funds
- HSE considerations in decommissioning : Stakeholder considerations
- Recommendations

RENEWABLE ENERGY & ENERGY TRANSITION

DURATION : 2 DAYS



The global energy landscape is undergoing a profound transformation as countries and corporations accelerate the transition toward cleaner and more sustainable energy systems. Renewable technologies such as solar, wind, hydropower, and emerging ocean-based energy solutions are becoming central to national energy strategies aimed at reducing carbon emissions while ensuring long-term energy security. This masterclass examines the technological, policy, and investment dimensions of the global energy transition. Participants will explore how renewable energy innovations, evolving regulatory frameworks, and new financing models are shaping the future of energy systems worldwide. Particular attention is given to the opportunities and challenges facing emerging economies as they balance energy demand, climate commitments, and sustainable development priorities. Through practical case studies and expert-led discussions, the program provides participants with a strategic understanding of how renewable energy deployment, infrastructure development, and energy market reforms are driving the next phase of global energy transformation.

COURSE OUTLINE

- Introduction to Renewable Energy Systems
- Global Energy Transition Trends and Drivers
- Renewable Energy Technologies (Solar, Wind, Hydro, Ocean Energy)
- Environmental and Sustainability Considerations
- Policy, Legal and Regulatory Frameworks for Renewable Energy* Investment and Financing Models for Energy Transition Projects
- Integrating Renewable Energy into National Energy Systems
- Case Studies of Global Energy Transition Strategies
- Energy Security, Climate Policy and Sustainable Development
- Future Trends in Renewable Energy and Energy Markets

SEISMIC ACQUISITION

DURATION : 4 DAYS



This course covers the fundamental principles and advanced techniques used in seismic data acquisition. It provides a detailed understanding of the design, planning, and execution of seismic surveys, with a focus on both land and marine environments. Emphasis is placed on practical aspects of seismic acquisition, including equipment, data quality, and safety considerations. This course is highly recommended also for all Geoscientists including those supervising or following up seismic acquisition projects on behalf of their companies.

COURSE OUTLINE

Overview of Seismic Acquisition

Basic Concepts, Acquisition Design and Geometry, Acquisition Principles, Array Considerations

Land Seismic Acquisition

Land Survey Design and Geometry, Data Sampling for Land Geometries, Land Source and Receiver Arrays, New Developments in Land Acquisition

Marine Seismic Acquisition

Marine Survey Design, Marine Seismic Design Strategies, Marine Source and Receiver Configurations, The Air gun Array, Shooting Directions

Transition Zone Seismic Acquisition

Understanding Transition Zones, Proven Acquisition Techniques in Transition Zone, Challenges

Ocean Bottom Seismic Acquisition

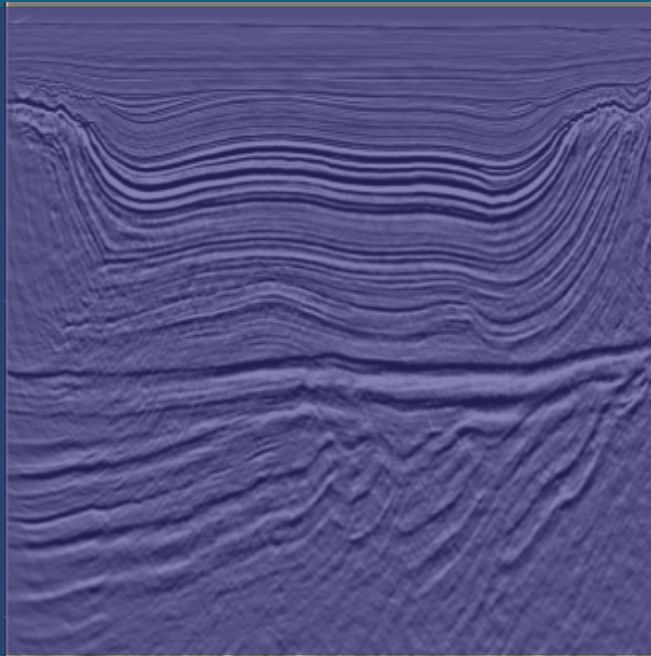
Background, Rationale for Ocean Bottom Seismic, Ocean Bottom Cables to Ocean Bottom Nodes

Advances and Future Trends

Technology advancements, Advances in Seismic Acquisition Tools

SEISMIC PROCESSING

DURATION : 4 DAYS



Seismic data is a critical component of the oil and gas exploration and development value chain. This workshop focuses on the concepts and techniques involved in the processing of seismic data to generate high quality deliverables which serve as input to other processes required to generate a clear understanding of subsurface reservoirs. This course is highly recommended also for all Geoscientists including those supervising or following up seismic processing projects on behalf of their companies.

COURSE OUTLINE

Overview of Geoscience Concepts

Geology, Geophysics.

Introduction to Signal Processing

Amplitude, Frequency, Phase, Data Sampling, Seismic Resolution, Time and Frequency Domains, Convolution and Correlation

Deconvolution and Filtering

Deconvolutional Model
Wavelet Processing

Noise Characterization and Attenuation

Noise Types, Noise in Different Domains, Noise Separation and Attenuation

Regularization and Interpolation

Why Regularize Seismic Data? Regularization Techniques and Algorithms

Concept of Seismic Velocity

Relevance, Types, Uses

Seismic Data Migration

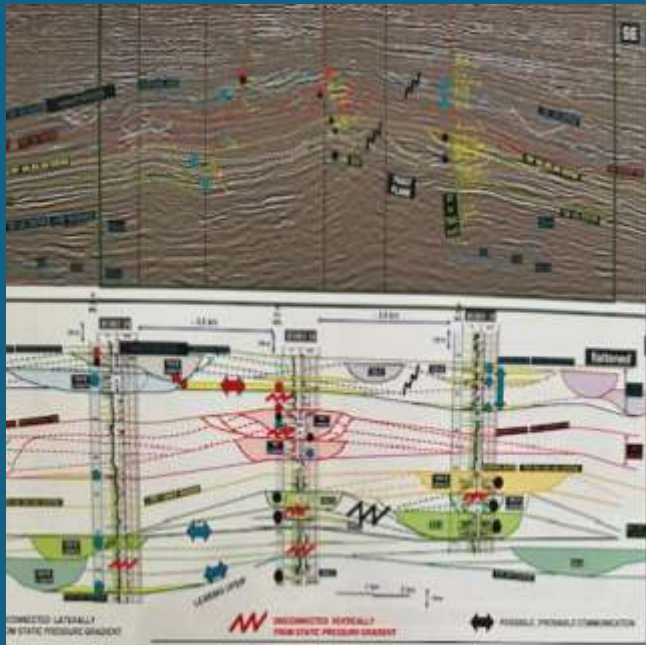
Principles, Applications, Pre-stack Time Migration, Pre-Stack Depth Migration, Migration Algorithms

Advances and Future Trends

AI in Seismic Processing, Advances in Processing Techniques, Cloud Computing

RESERVOIR GEOPHYSICS

DURATION : 4 DAYS



This module principally covers the usage of the acquired and final processed seismic data to be able to achieve the ultimate aim of identifying drillable prospects, that will result in oil field development. The quality review of the processed data, calibrations of the seismic with well data and the detailed process of the seismic interpretation using the necessary, interpretation tool will be the essential. Important also is the recognition of amplitude anomalies, relate seismic amplitude to lithology and fluid saturation. The subject of reservoir characterization, monitoring and management, for robust construction of the reservoir model, will be covered in this course

COURSE OUTLINE

Overview of Reservoir Geophysics

Introduction to Reservoir Geophysics: Recap of Geophysical Methods and processed seismic, Quality control (QC). Seismic to well tie

Seismic Interpretation

Essentials of seismic interpretation/ procedures: Structural Interpretation, Fault interpretation and mapping, Seismic Attribute Analysis, Stratigraphic Interpretation: reconstitution of depositional surfaces.

Seismic - Reservoir Characterization

Principles of Seismic Inversion, Application of Seismic Inversion in Reservoir Characterization and applications.

Reservoir Properties

Porosity, Permeability, and Saturation Estimation,

Reservoir Monitoring and Management

Principles of 4D Seismic, Application of 4D Seismic in Reservoir Monitoring and best practices.

Case Studies

World Class discoveries & Producing fields Computing

OIL & GAS ARBITRATION, MEDIATION & DISPUTE RESOLUTION

DURATION : 4 DAYS



The largest threat to the commercial success of hydrocarbon exploration and exploitation remains the increased propensity for disputes. Disputes between contractual parties disputes with host communities and disputes with host governments. These disputes are increasingly having a negative impact on investments. It has become a primary consideration for corporations downscaling operations in the face of a globally turbulent industry. This 4 day executive program on Oil & Gas Arbitration, Mediation and Dispute Resolution is designed to offer an in-depth understanding of appropriate methods and processes for dispute resolution in the oil and gas industry. Participants will analyse frequent areas of conflict, master pre-emptive dispute resolution methods, confidently structure contractual dispute resolution mechanisms and evaluate successful methods for managing disputes. At all times, these skills and tools are intended to assist you in finding the balance between maximizing returns in the short term whilst nurturing valuable long term relationships.

COURSE OUTLINE

- Common/Frequent Issues Leading to Dispute in Oil and Gas. Transactions (Factual Case Studies)
- Avoiding & Resolving Disputes: Why it Matters? What is the commercial impact?
- Avoiding Early Pitfalls: Pre-emptive Mechanisms
- Considerations in Agreeing Contractual Dispute Resolution Mechanisms
- Alternative Dispute Resolution Methods: Arbitration; Mediation; Negotiation
- Investment & Risk in Exploration: Arbitration Scenarios
- An In – Depth Understanding of Arbitration for Oil and Gas Transactions
- Arbitration: Strategy, Tactics & Enforcement
- The Use of Expert Determination, Mediation & Conciliation
- Escalation & Mediation
- Managing Multi-Party Disputes

NEGOTIATING OIL & GAS CONTRACTS & DEAL MAKING

DURATION : 2 DAYS



Negotiating contracts in the oil and gas industry is a complex process that involves balancing legal, commercial, technical, and environmental considerations. Effective negotiation involves aligning the interests of the stakeholders, managing risk, and ensuring that both commercial viability and legal compliance are achieved.

This program will explore key terms such as royalties, cost recovery, risk allocation, local content requirements, and dispute resolution mechanisms. The program will also explore various oil and gas deals, negotiation tactics and strategies.

COURSE OUTLINE

- Introduction to Oil and Gas Contracts
- Key Terms in Oil and Gas Contracts
- Understanding Risk and Liability
- Legal and Regulatory Frameworks
- Negotiation Strategies in Oil and Gas
- Local Content and Corporate Social Responsibility (CSR)
- Dispute Resolution Mechanisms
- Case Studies and Practical Exercises

NEGOTIATING & MEDIATING OIL & GAS DISPUTES

DURATION : 2 DAYS



Oil and gas disputes often arise due to the complex nature of the industry, involving multiple stakeholders, cross-border operations, and high financial stakes. Common disputes may include disagreements over contract terms, joint venture operations, production sharing agreements, environmental liabilities, and local content regulations. Effective negotiation and mediation techniques are critical in resolving these disputes to avoid lengthy litigation, which could halt operations and cause financial losses.

This course explores the various techniques for dispute resolution allowing parties settle disputes through mutual understanding, focusing on commercial solutions

COURSE OUTLINE

- Introduction to Oil and Gas Disputes
- Legal Frameworks in Oil and Gas Dispute Resolution
- Negotiation Techniques in Oil and Gas Disputes
- Mediation as an Alternative Dispute Resolution (ADR) Method
- Handling Complex and High-Stakes Disputes
- Role of Technical Experts in Negotiation and Mediation
- Local Content and Community-Related Disputes
- International Arbitration in Oil and Gas Disputes
- Dispute Resolution Case Studies
- Practical Workshop: Role Play and Simulations

EFFECTIVE COMMERCIAL ARBITRATION IN OIL & GAS

DURATION : 2 DAYS



Commercial arbitration is a preferred method of dispute resolution in the oil and gas industry due to its confidentiality, expertise, and efficiency compared to traditional court litigation. Given the high-value transactions, complex contracts, and cross-border nature of oil and gas projects, arbitration offers a more specialized, streamlined, and neutral forum for resolving disputes.

This program explores Arbitration in the oil and gas sector covering issues related to production sharing agreements, joint venture agreements, supply contracts, and environmental liabilities. It involves arbitrators with technical, legal, and industry expertise who are able to address complex matters quickly and confidentially.

COURSE OUTLINE

- Introduction to Commercial Arbitration in the Oil and Gas Sector
- Legal Framework Governing Arbitration
- Drafting Effective Arbitration Clauses
- Types of Oil and Gas Disputes in Arbitration
- Selecting Arbitrators and Arbitration Institutions
- Conducting the Arbitration Process
- Confidentiality and Transparency in Oil and Gas Arbitration
- Enforcement of Arbitration Awards
- Managing Complex Multi-Party Arbitrations
- Case Studies and Workshop

DATA PROTECTION AND CYBER SECURITY IN THE ENERGY SECTOR

DURATION : 2 DAYS



The world has witnessed and indeed continues to experience a technological revolution in various industries, from agriculture to oil and gas. Despite the benefits of technology for people, industries and economies, there are significant challenges with how the data produced is accessed, stored and disseminated. What does data protection mean? is there a specific authority responsible for data protection? This seminar evaluates the protection of data in as well as reviews the management of cyber security.

COURSE OUTLINE

- Global reliance on technology
- Data as a valuable asset
- Digital transformation
- A review of Data Protection Laws and Regulations: Questions Arising
- People and Culture: Creating a security culture
- A comparison of international trends: The EU GDPR
- Cyber risks: Legislation, Risk, Response and Remediation
- Case studies on cyber attacks in various industries
- Creating security strategies for the future

Global Faculty & Resource Experts

ELS draws on a distinguished global faculty of experienced practitioners, policy leaders, academics and industry experts drawn from leading institutions across Europe, Africa, the Middle East and other major energy jurisdictions.

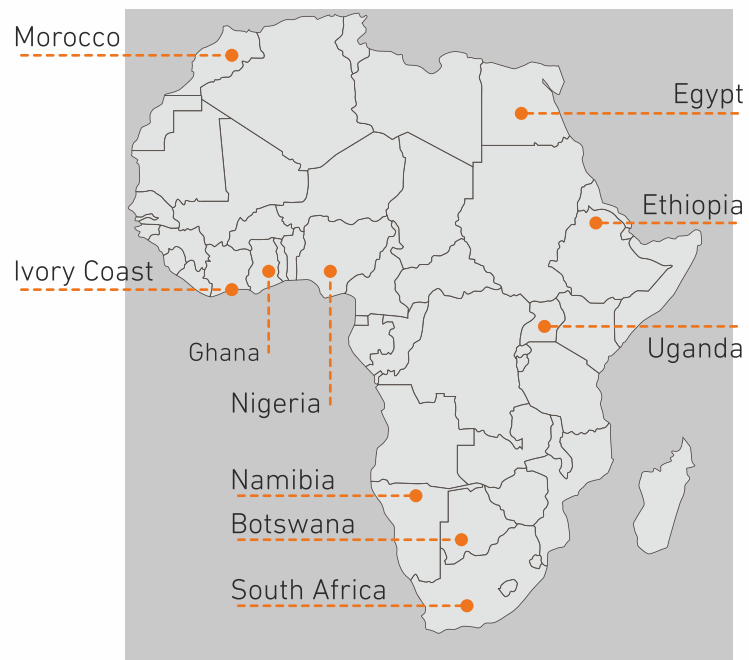
Our faculty members include internationally recognized experts in energy law, oil and gas governance, energy transition policy, project finance, arbitration and infrastructure development.

Together, they bring practical experience from government, international organizations, global law firms, energy companies and academic institutions—ensuring that ELS programs combine global insight with real-world application.



Global Presence

Africa Spread



Global Spread



Global Presence:

Training
around the globe

10+
languages .
and over

100+
professionals

Switzerland
London
Singapore
Bermuda
Bahamas
Seychelles
New York
Canada
Malta
Nigeria
Kenya
South Africa
Ghana
Rwanda
Mauritius
Cote d'Ivoire
Dubai
Qatar

ICE-ELS designs and delivers high-level training programs tailored to the complex realities of the oil and gas sector, particularly in Africa and other emerging regions.

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