

# Baker Hughes University

We take energy forward by developing  
the leaders of today and tomorrow



# About us

Established in 2005, Baker Hughes University acts as a **learning accelerator** focused on developing our **Customers' best talents**.

We provide a unique and high-quality training experience set in an inspirational and multicultural environment in which to explore future energy trends, cutting-edge technology, and cultivate leadership excellence.

Our key goal is to support the **lifelong learning of energy industry leaders**, enabling them to engage in a **global network** of diverse perspectives, fostering dialogue, knowledge sharing, skills exchange and contamination.

**~20**

*Years of experience in providing  
top quality learning programs*

**100+**

*Faculty members*

**900+**

*Hours of training per year*

**1600+**

*Alumni from* **55+** *Countries*



# Our organization

## Governance

Baker Hughes University is led by a **President**, a **Vice President**, a **Director**, and two bodies—the Advisory Board and the Scientific Committee—representing Baker Hughes leadership.

### Advisory Board

Composed of Baker Hughes leaders, provides direction to influence and shape the University's strategy and offers didactic guidance to the Scientific Committee.

### Scientific Committee

Composed of Baker Hughes experts, is responsible for defining training modules and learning methods, choosing trainers and experts for collaboration, and guiding program improvement and effectiveness according to the latest industry trends and Advisory Board direction.

## Faculty

Our faculty is made up of top lecturers and professors in the energy sector from the most renowned and authoritative research institutes, trade associations, and energy intelligence companies, managers and technical experts from Baker Hughes, and leadership development and business management trainers.

# Programs

Exclusive learning opportunities designed to meet the evolving demands of the energy industry sector and beyond.

Baker Hughes University offers a **complete educational offering**, from early career professionals to senior managers, including tailor-made courses on Customers' request.

Our programs are structured with an **engaging and effective learning method**, combining lectures with top field experts, case studies, group activities and experiences within Baker Hughes, such as guided tours of Baker Hughes plants in Italy and talks with Baker Hughes senior leadership.

Each year we deliver two editions of the **Next Leader Program** and two editions of the **Senior Leader Program**.

Additionally, we can organize **Customized courses** delivered at Customer locations worldwide or at our venue at the Florence Learning Center in Italy.





# Next Leader Program

A unique learning experience that provides a **comprehensive view of the global energy industry** and equips tomorrow's leaders with the leadership, business management and technical skills needed to address its major challenges.

## PARTICIPANT PROFILE

**Early career professional** with **3-8 years of work experience** in the energy industry

## DURATION

**2,5 months**, 50+ days of classes, held **twice per year**

## LOCATION

Baker Hughes **Florence Learning Center** in Florence, Italy

## PARTICIPANT SLOTS

**Max 20 attendees** coming from different companies around the world

## CONTENT

The program is structured along 4 training modules:

- **Energy Industry & Energy Transition**
- **Technology & Digital Innovation**
- **Leadership & Business Management**
- **Living @ Baker Hughes**



# Next Leader Program modules

## Energy Industry & Energy Transition

A comprehensive overview of the energy industry, the development of the global energy market, geopolitics and policy, the role of different energy sources, and the underlying drivers shaping the energy transition, including climate change.

### SAMPLE MODULE CONTENT

- Global energy and climate
- Energy and environmental policies
- Gas market
- Hydrogen
- Oil market
- Energy transition house-view
- Carbon Capture, Utilization and Storage (CCUS)
- Geothermal energy
- Digital transformation

## Technology & Digital Innovation

A deep dive into the most advanced technologies and solutions to help the industry advance on the path to net-zero and a sustainable energy future.

### SAMPLE MODULE CONTENT

- Sustainable energy technology (compressors, turbines, electrical systems, upgrades, pumps and valves)
- New energy solutions to deliver low carbon natural gas
- Innovate for continuous improvement
- Digital services for asset management optimization
- Carbon Capture, Utilization and Storage (CCUS)
- Baker Hughes play in the hydrogen space
- Geothermal energy: latest developments and key players
- Renewable challenges and energy storage
- Accelerating the emissions abatement journey in the energy industry
- Module solutions for power generation and LNG
- Smart manufacturing: additive and robotics
- Remote monitoring and diagnostic
- Baker Hughes testing capabilities
- Oilfield Services & Equipment: upstream fundamentals

## Leadership & Business Management

Sessions dedicated to developing essential leadership capabilities to lead in a dynamic world, enhancing communication skills, and acquiring key business management tools to elevate performance and shape an effective leadership approach.

### SAMPLE MODULE CONTENT

- Building your growth mindset
- Communicating with impact
- Creating and building a trust culture
- Negotiate to success
- Finance fundamentals
- Project management basics

## Living @ Baker Hughes

Immersive experiences into Baker Hughes' reality and culture, such as:

- Opening and closing sessions with Baker Hughes leadership representatives.
- Develop a **final project work** in a team, with the support of Baker Hughes tutors, and discuss it at the end of the program in front of an expert committee.
- **Networking opportunities**, including leadership talks with Baker Hughes senior leadership and team building activities.
- Guided tours of:
  - **Baker Hughes sites** in the Tuscany region:
    - **Florence plant** – center of excellence for turbomachinery and climate technology manufacturing solutions for industrial and energy applications. It also includes:
      - Hydrogen village – delivering 100% H<sub>2</sub>-ready gas turbine technology
      - iCenter – equipment monitoring and predictive maintenance
      - Innovation labs – pushing boundaries to decarbonize the industry
      - Industrial solutions showroom – showing flexible and connected digital solutions for asset management
      - Training academy – developing field service engineers operating all around the world
    - **Massa plant** – center of excellence for assembly, packaging and testing of turbomachinery technology
    - **Avenza plant** – center of excellence for integrated industrial module solutions
  - Other Baker Hughes plants in Italy, from north to south, for example Talamona (Sondrio) or Bari

# Senior Leader Program

A powerful learning path to **delve into the key challenges of the energy sector**, learn and discuss about the latest energy industry trends and innovative technology solutions, and acquire the tools needed to lead and innovate responsibly, leveraging peer learning.

## PARTICIPANT PROFILE

**Middle/senior manager** with **15+ years of professional experience**

## DURATION

**2 weeks**, 9 days of classes, held **twice per year**

## LOCATION

Baker Hughes **Florence Learning Center** in Florence, Italy

## PARTICIPANT SLOTS

**Max 20 attendees** coming from different companies around the world

## CONTENT

The program focuses on 3 training modules:

- **Energy**
- **Leadership**
- **Living @ Baker Hughes**



## Energy

An overview of the macro-economic models and market dynamics of the energy industry with in-depth sessions on specific industry segments such as hydrogen or Carbon Capture, Utilization, and Storage (CCUS) and on Baker Hughes technologies and solutions.

### SAMPLE MODULE CONTENT

- *Global energy and climate policy*
- *Current status of energy market in transition*
- *Hydrogen in the energy transition*
- *Carbon Capture, Utilization and Storage (CCUS) market overview*
- *Sustainable energy technology*
- *Baker Hughes play in the energy transition*

## Leadership

The sessions aim to provide practical tools to obtain a solid set of skills required to lead effectively in a disruptively changing business environment and toward a sustainable future.

### SAMPLE MODULE CONTENT

- *High performance leadership*
- *Leadership and team trust in highly competitive environments*
- *Reciprocal leadership*
- *Sustainable leadership*

## Living @ Baker Hughes

Learn more about Baker Hughes energy world through:

- Opening and closing sessions with Baker Hughes leadership representatives.
- **Networking opportunities**, including leadership talks with Baker Hughes senior leadership and team building activities.
- **Guided tours of Baker Hughes sites:**
  - **Florence plant** – center of excellence for turbomachinery and climate technology manufacturing solutions for industrial and energy applications. It also includes:
    - Hydrogen village – delivering 100% H<sub>2</sub>-ready gas turbine technology
    - Innovation labs – pushing boundaries to decarbonize the industry
  - **Massa plant** – center of excellence for assembly, packaging and testing of turbomachinery technology
  - **Avenza plant** – center of excellence for integrated industrial module solutions



# Customized courses

Baker Hughes University can also support the professional development of our Customers' employees by designing **unique training paths** directly **linked to the organization's specific learning and business goals** and addressed to different levels of seniority.

Each component of a customized program is carefully evaluated to propose a high-impact experience perfectly tailored to the training needs of the company.

The courses are held in English and can be delivered at the Customer's location worldwide or at the Baker Hughes Florence Learning Center in Italy.



## Our approach



### Analyze

Assess training needs to understand the organizational challenges and skills gap with Customer company's representatives.



### Design

Define a tailored program with appropriate training methods, content, and schedule.



### Engage

Deliver an interactive experience, facilitating discussion and maximizing participants involvement and learning.





# Alumni network

The Baker Hughes University Alumni network includes more than **1,600 professionals** from over **240 Customer companies** who have attended Baker Hughes University programs so far.

Its main objective is to consolidate an international community among experts in the energy sector.

This dynamic network of people, based in more than **55 countries**, is an invaluable asset to continue to grow together by sharing experiences and values.

**1600+** Professionals trained

**240+** Customer companies

**55+** Countries



*"My experience at Baker Hughes University is a turning point in my career and future aspirations. This intensive course with interactive learning modules provided a unique growth opportunity on a professional, social, and personal level. I ended up having a widened horizon about the future of energy and leadership roles."*

**Shima Musabah Said Ali Al Quraini**

Reservoir Engineer at Petroleum Development Oman – Oman

*"Attending Baker Hughes University was an enlightening journey that significantly enhanced my expertise and capabilities in the current energy sector. I expanded my perspective by engaging with professionals from diverse backgrounds."*

**Hang Xin**

Senior Supervisor at Sino-Pipeline International Company – China

*"My experience at Baker Hughes University has been nothing short of exceptional, helping to enhance my communication, technical, business and leadership skills through rich course content taught by experts. I believe the network I have built during this period with peers and industry leaders will go a long way to positively shape my future career in the energy industry."*

**Tolulope Bamidele Ijtona**

Instrumentation Engineer at Nigeria LNG – Nigeria

*"If I had to describe Baker Hughes University in one word, it would be spring: a beautiful season when, with the right atmosphere, sun and perfect conditions, trees and flowers bloom. I am very grateful for this opportunity, and I can say without a doubt that I will not be the same."*

**Maria Artunduaga Paris**

Well Completion Engineer at Ecopetrol – Colombia

*"Baker Hughes University has been a wonderful experience, not only academically but also socially, where lasting friendships were formed. As I learned my eyes were opened and my brain was intrigued. Informative, applicable, and fun!"*

**Abdulla Khansaheb**

Civil Maintenance Engineer at ADNOC Gas – United Arab Emirates

*"Baker Hughes University opened a window on the energy transition. This journey made me more open to VUCA environments and reshaped my leadership skills. During the plants' visits, I witnessed the advanced technology Baker Hughes provides to improve efficiency and decarbonization. This experience will be etched in my memory forever."*

**Amine Benchenouf**

Health and Safety Engineer at Sonatrach – Algeria

*"This transformative learning experience provides opportunities for professional development and access to a diverse global network of future energy industry leaders. Not only is it a platform for knowledge exchange, but it has also enriched my personal growth, and I have made wonderful friends along the way."*

**Sofia Delaila Binti Mohd Samin**

Instrumentation, Measurement and Control Engineer at PETRONAS Gas Berhad – Malaysia

# The venue

We are based at the **Florence Learning Center**, the Baker Hughes' international training and conference center in Europe and one of the company's largest in the world, located at the core of the Baker Hughes Florence plant in Italy.

Our campus provides an **inspiring learning environment** where students can collaborate, innovate, and engage in hands-on experiences, surrounded by a cutting-edge industrial reality.

The adjacent plant, spanning more than 350,000 m<sup>2</sup> and employing around 4,000 people, is a center of excellence for the most innovative Baker Hughes turbomachinery and climate technologies and solutions.



*At the Florence Learning Center, Baker Hughes University participants enjoy their learning path within a dedicated area that includes a classroom, two meeting rooms, and a break room.*



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