

# ACL Energy Academy

## **Workforce Development Leadership Through Innovation Series**

Perspective Driven Start Point (PDSP) ©



## **ACL Leadership through Innovation Series - Concept / Working Paper 01/2020**

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**Concept Discipline** – Competency Development / technical training

**Core Service alignment** – Technical Training Design, Delivery and Assessment

**Concept Topic** – Perspective Driven Start Point (PDSP) ©

**Concept Description** – The PDSP © concept is an innovative training delivery model developed by ACL Atom that utilizes the innate knowledge base of the presenter or subject matter expert in delivering technical training.

The concept allows the SME to start at any point in describing any process, cause and effect scenario, logic sequence inter alia, then work their way forward or backward or sideways for that matter. Essentially topics in a conversation can spider web into any direction and lead to sub topics upon sub topics. Each sub topic has a world of their own. This is part of the creative process and transcends into the manner in which we chose to express our views on any topic within any area or facet of life. It can only be operationalized by experts who are intimate with the BOK associated with the subject matter at hand

It can be used in aggregation with the already established CAPs model which ACL utilizes to develop technical vocational curricula. ACL has all but mastered this model (CAPs) and has customized Upstream Oil and Gas Curricula at the International level in the areas of Drilling, Completions, Workovers and Production Operations

**Risk associated with utilizing the Model.** The SME could only solicit from their trainees or training clients the question(s), “Where would you like us start.....Chose what you want to discuss.....What’s the burning topic that needs to be discussed within the context of your operations and the training that we are currently going through?” if the SME is fully competent and conversant with the Subject Matter at hand.

Consequently, if there is the risk that the audience could ask for a starting point that the SME is not familiar with or would have difficulty tying back into the main stream program being delivered then, the utilization of the model needs to be deferred only to a point in the training sessions where the Instructor or lecturer is in full control of the topic(s) at hand.

**Benefits to the Business** – This model invokes the trust of clients as it reiterates that we know what we are talking about and this goes a long way in establishing and maintaining trust and building a sustainable business relationship.

## **Abbreviations:**

PDSP © - Perspective Driven Start Point

SME – Subject Matter Expert

CAPS – Cognitive, Affective, Psychomotor

BOK – Body of Knowledge



ACL ATOM

Leadership through Innovation

PDSP © Concept



Contact us to discuss your Energy or Optimization Needs:

☐ OFFICE: 1-868-794-4213

☐ 24 Hr: 1-868-340-2952

☐ USA: + 1 646 593 8900

☐ UK: +44 20 3286 9865



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