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COURSE BROCHURE

Oil and Gas Crew Leader Transition Training Course

11 – 15 January 2027
Geneva

Oil and Gas Crew Leader Transition Training Course

Ref: 2939_111614 **Date:** 11 – 15 January 2027 **Location:** Geneva **Fees:** 6500 GBP

Oil and Gas Crew Leader Transition is a 1-week training course for newly appointed team leaders on rigs, process plants and marine terminals who have stepped up from the crew they once worked in, ending with a crew leadership routine for their own shift. Sites now run leaner crews on longer rotations, so the first months of a new leader shape safety and output. The course is delivered by Jupiter Prime Training.

Why Oil and Gas Crew Leader Transition Matters Now

Two forces shape the move into crew leadership today. Experienced hands are retiring, so operators are promoting younger technicians faster and with less shadowing time. Asset owners also expect frontline leaders to own permit quality, handover discipline and early warning of equipment problems. A site whose new leaders settle quickly keeps incidents and rework low; one that leaves them to learn alone sees friction, missed handover details and quiet loss of trust. The course draws on recognised human factors principles for frontline work.

Who Gains Most from Oil and Gas Crew Leader Transition

- Newly promoted leaders of drilling floor, well services or maintenance crews
- Control room and field operators taking charge of a process unit shift
- Terminal and jetty crew leads responsible for loading and berthing teams
- Contractor crew heads who answer to an operator's site representative
- Experienced technicians nominated as relief leaders during rotation gaps

A site that sends several new leaders from the same rotation gains most.

Oil and Gas Crew Leader Transition Capabilities

Participants shift from doing the task to setting the conditions in which a crew does it well.

- Run a structured shift handover — the incoming crew
- Deliver toolbox talks that test understanding — crew members and the permit issuer
- Delegate permit-to-work tasks — the area authority
- Give on-the-job feedback — individual operators and their development
- Handle conflict between former peers and rotation partners early — crew cohesion and the site superintendent
- Build a crew leadership routine for each shift — the leader and the line manager

Key Oil and Gas Crew Leader Transition Terms

- Shift handover — the planned transfer of status, risks and open work from one crew to the next.
- Toolbox talk — a short pre-job discussion where the crew reviews hazards, roles and stop points.
- Permit to work — a written authorisation that defines who may do a hazardous task and under which isolations.
- Stop work authority — the right of any crew member to halt a task they believe is unsafe without blame.
- Back-to-back — the leader who covers the same role on the opposite rotation.
- Crew leadership routine — a fixed pattern of checks, talks and conversations a leader runs on every shift.

Oil and Gas Crew Leader Transition Day by Day

Day 1: From Crew Member to Crew Leader

- Role Shift From Technician to Leader — What Stops and What Starts
- Leading Former Peers and Friends — Setting Boundaries in the First Weeks
- Expectations Conversation With the Superintendent — Agreeing Authority and Escalation Limits
- Rotation and Back-to-Back Relationships — Continuity of Crew Decisions Across Hitches
- Human Factors on Rigs and Plants — Fatigue, Routine and Error Traps

Day 2: Handover, Toolbox Talks and Daily Rhythm

- Written and Face-to-Face Shift Handover — Open Permits, Bypasses and Alarms
- Toolbox Talk Structure and Questioning — Checking Crew Understanding of Hazards
- Start-of-Shift Walkround Routine — Spotting Housekeeping and Equipment Changes
- Crew Board and Job Allocation — Matching Tasks to Available Hands
- End-of-Shift Close-Out — Logging Deviations for the Incoming Leader

Day 3: Delegating Permit Tasks and Holding the Line

- Competence Matrix for the Crew — Who Can Perform Which Permit Task
- Delegation Briefs for Isolation and Hot Work — Clarity on Limits and Checks
- Stop Work Authority in Practice — Backing Crew Members Who Raise Concerns
- Simultaneous Activity Conflicts on a Shift — Sequencing Crews and Contractors
- Field Verification of Delegated Tasks — Trust, Spot Checks and Sign-Off

Day 4: Feedback, Conflict and Crew Morale on Rotation

- Short Feedback After Jobs and Near Misses — Reinforcing Safe Choices
- Development Conversations With Junior Operators — Next Competence Step on Site
- Conflict Between Rotation Partners and Shifts — Early Signs and Resolution Steps
- Mixed Contractor and Staff Crews — Fair Treatment and Clear Reporting Lines
- Camp Life, Isolation and Crew Wellbeing — When a Leader Should Escalate

Day 5: Practising the Crew Leadership Routine

- Simulated Shift Handover Between Two Crews — Applying Day Two Handover Steps
- Toolbox Talk and Permit Delegation Drill — Applying Day Three Delegation Briefs
- Difficult Conversation Role Play With a Former Peer — Applying Day Four Methods
- Personal Leadership Habits Review — Choosing Three Daily Behaviours to Keep
- Completing the Crew Leadership Routine — Checks, Talks and Follow-Ups per Shift

Applying Oil and Gas Crew Leader Transition After the Course

- Run the new handover format for one full hitch.
- Build a competence matrix for the crew and use it to delegate the next set of permit tasks.

Oil and Gas Crew Leader Transition Questions FAQ

What is oil and gas crew leader transition and why does it matter now?

Oil and gas crew leader transition is the move from working in a site crew to leading it. It matters now because faster promotions, mixed crews and longer rotations leave new leaders less time to settle before they carry real responsibility.

Which roles gain most from oil and gas crew leader transition training?

Newly promoted leaders of drilling, maintenance, process and terminal crews gain most along with contractor crew heads.

How does oil and gas crew leader transition differ from a supervisor leadership course?

It focuses on the first months after promotion and the daily routines of one crew, rather than on managing several shifts, budgets or plant performance at supervisor level.

What do you bring back from oil and gas crew leader transition training?

You bring back a crew leadership routine for your shift, a handover format and a crew competence matrix.

Oil and Gas Crew Leader Transition: The Way Forward

The crew leadership routine first informs how the next shift starts: what is checked, said and delegated in the first hour. The new leader uses it with the back-to-back and the superintendent to align expectations. After the first full rotation, revisit which checks and talks the crew valued most.