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COURSE BROCHURE

# Control System Team Leadership Training Course for Engineers

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Abu Dhabi

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Registered in the United Kingdom and Saudi Arabia

# Control System Team Leadership Training Course for Engineers

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Control System Team Leadership for engineers is a 1-week training course for automation, instrumentation and control engineers taking their first lead roles, built around a Control Team Leadership Plan each participant completes. Leaner plants with more connected control systems make technical leadership central to uptime, safety and retention. Jupiter Prime Training delivers this course on Control System Team Leadership.

## Why Control System Team Leadership Matters Now

Three forces shape control system team leadership today. Operations managers expect fewer trips and faster recovery from faults, while asset owners push for upgrades on systems that cannot be stopped. At the same time, experienced technicians are retiring and newer staff arrive with software skills but little field judgement. A lead engineer who handles this well keeps shift crews aligned, explains risk in plain terms and protects running plant during change. One who handles it badly sees repeated alarms, rushed modifications and capable people leaving. The course rests on established practice in team leadership, hazard communication and structured change control, described in general terms.

## Who Gains Most from Control System Team Leadership

- Engineers supervising control room or maintenance shift crews
- Engineers leading installation and commissioning crews
- Specialists approving changes to running logic and field devices
- Senior technicians guiding junior colleagues
- Engineers briefing operations on control system risk

Plant engineering departments gain most when a lead engineer and two or three emerging leads attend together.

## Control System Team Leadership Capabilities

The outcomes below turn strong technical knowledge into steady leadership of crews, modifications and people on running plant.

- Assess the strengths, gaps and workload of a shift or project crew — staffing and rota decisions
- Communicate technical risk in operational terms — plant managers deciding whether to proceed
- Design a controlled path for logic and device changes on live systems — modification approval
- Apply structured coaching conversations with technicians — individual development priorities
- Build clear handover and escalation routines between shifts — operations supervisors and duty engineers

- Weigh speed against plant risk when faults demand quick action — incident response choices

## Key Control System Team Leadership Terms

- Lead engineer — the engineer accountable for a control crew's technical decisions and priorities.
- Management of change — a routine for reviewing, approving and recording modifications to plant or logic.
- Live plant modification — a change to logic, setpoints or devices while the process runs.
- Shift handover — the structured transfer of open faults and overrides between crews.
- Bypass register — a record of every override in place, with owner and removal condition.
- Competence matrix — a grid showing which technicians are signed off for which tasks.

## Control System Team Leadership Day by Day

## Day 1: From Specialist to Lead Engineer

- Lead Engineer Role Map — Shifting From Doing Tasks to Directing Them
- Crew Strengths and Gaps Review — Deciding Where Support Is Needed First
- Delegation Ladder for Technical Tasks — Matching Work to Technician Readiness
- Personal Leadership Style Profile — Recognising Habits Under Plant Pressure
- Stakeholder Map Across Operations and Maintenance — Choosing Whom to Brief

## Day 2: Leading Shift and Project Crews

- Shift Handover Routine Design — Keeping Open Faults Visible Between Crews
- Daily Priority Board for Control Work — Balancing Breakdowns and Planned Jobs
- Project Crew Kick-Off Charter — Setting Roles for Installation and Commissioning
- Escalation Rules for Night and Weekend Shifts — Clarifying When to Call
- Crew Meeting Structure — Turning Toolbox Talks Into Useful Decisions

## Day 3: Communicating Technical Risk

- Risk Briefing Structure for Plant Managers — Framing Go or Hold Decisions
- Consequence and Likelihood Wording — Translating Alarms Into Operational Impact
- Bypass Register Reporting — Showing Overrides Leadership Must Know About
- Fault Story Method for Incidents — Explaining Causes Without Blame
- Disagreement Handling With Operations — Holding a Safety Position Calmly

## Day 4: Change on Live Plant Systems

- Management of Change Review Steps — Approving Logic and Device Modifications
- Live Plant Modification Plan — Sequencing Work While the Process Runs
- Rollback and Test Points — Deciding When to Reverse a Change
- Pre-Job Briefing for Modification Crews — Aligning Technicians on Hazards
- Post-Change Review — Capturing What Future Modifications Should Repeat

## Day 5: Practising the Control Team Leadership Plan

- Technician Coaching Conversation Model — Agreeing Development Goals and Sign-Offs
- Competence Matrix Update — Planning Who Learns Which System Next
- Handover and Escalation Rehearsal — Testing Day 2 Routines Under Pressure
- Risk Briefing and Modification Simulation — Applying Day 3 and Day 4 Methods
- Control Team Leadership Plan Completion — Committing to First Ninety Days

## Applying Control System Team Leadership After the Course

- Introduce the redesigned shift handover routine and bypass register review with one crew, then compare open-fault visibility after four weeks.
- Hold a first coaching conversation with each technician and update the competence matrix with agreed sign-off targets.

## Control System Team Leadership Questions FAQ

### What is control system team leadership and why does it matter now?

Control system team leadership is the practice of guiding crews who run, maintain and modify plant control systems. It matters now because leaner plants need lead engineers who protect uptime while developing people.

### Which roles gain most from control system team leadership training?

Automation, instrumentation and control engineers moving into lead roles gain most. Shift leads, project leads and modification approvers all benefit, with examples from process plants and utilities.

### How does control system team leadership differ from a general engineering management course?

Control system team leadership focuses on crews working on running plant. A general engineering management course covers budgets and structure; this one covers handovers, live modifications, risk briefings and coaching.

### What do you bring back from control system team leadership training?

You bring back a completed leadership plan for your own crew. It holds a handover routine, escalation rules, a modification checklist and coaching goals.

## Control System Team Leadership: The Way Forward

The Control Team Leadership Plan first informs how the next shift handover and the next live modification are run. The lead engineer uses it with technicians, duty supervisors and the plant manager. After its first use, revisit the coaching goals and competence matrix, since crew readiness changes faster than system design and shapes every later delegation choice.