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COURSE BROCHURE

Advanced Frontline Supervisor Safety and Crew Coaching Training Course

8 – 19 March 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

Advanced Frontline Supervisor Safety and Crew Coaching Training Course

Ref: 784_29727 **Date:** 8 – 19 March 2027 **Location:** Dar es Salaam **Fees:** 9500 GBP

Frontline supervisor safety and crew coaching is a 2-week advanced training course for front-line supervisors, team leaders and shift managers, and each participant builds a crew safety coaching plan for the people they lead. Organisations depend on supervisors as the last line of control at the worksite, where most injuries and permit failures actually occur. Jupiter Prime Training offers this frontline supervisor safety and crew coaching course for leaders across industries.

Why Frontline Supervisor Safety and Crew Coaching Matters Now

Three forces shape this subject today. Leaner management structures leave supervisors directing larger, mixed crews of employees and contractors. Experienced workers are retiring, so newer crew members need more coaching on hazards they have not yet met. Clients and boards also expect visible evidence that field controls such as permits and isolations hold in practice. A supervisor who coaches well prevents injuries and rework; one who only enforces rules sees reporting dry up. The course draws on the worker consultation and participation principles of ISO 45001 occupational health and safety management systems.

Who Gains Most from Frontline Supervisor Safety and Crew Coaching

- Leaders who start shifts and allocate crews to hazardous tasks
- Leaders who sign off permits, isolations and confined space entries
- Leaders who host contractor crews alongside their own staff
- Leaders who run toolbox talks and daily crew briefings
- Leaders who report crew safety performance to site management

A group of shift supervisors from one site who attend together gains most, because the crews they hand over between shifts receive one consistent coaching style.

Frontline Supervisor Safety and Crew Coaching Capabilities

Participants move from policing rules to coaching crews who spot hazards, speak up and keep field controls intact.

- Apply job safety analysis and last-minute risk checks before work starts — for crews and permit issuers
- Design toolbox talks that use questioning and recent near misses — for frontline crews
- Test permit and isolation controls in the field — for site operations managers
- Build coaching conversations using the GROW model and just culture — for crew members and HR partners
- Assess contractor crews against site rules and give structured feedback — for contract owners
- Calculate and communicate leading indicators in weekly crew huddles — for site leadership

Key Frontline Supervisor Safety and Crew Coaching Terms

- Toolbox talk — A short briefing at the worksite where a supervisor and crew discuss the hazards and controls of the day's tasks.
- Permit to work — A written authorisation that controls high-risk work by defining hazards, isolations, precautions and the people responsible.
- Stop work authority — The right and duty of any crew member to halt a task they believe is unsafe without fear of reprisal.
- Behavioural observation — A structured field conversation in which a supervisor watches a task, recognises safe acts and discusses risky ones.
- Leading indicator — A measure of preventive activity, such as observations or talks held, that signals performance before injuries occur.
- GROW model — A coaching structure moving through goal, reality, options and way forward to help a person choose their own actions.

Frontline Supervisor Safety and Crew Coaching Day by Day

Day 1: The Supervisor's Safety Accountability

- Supervisor Duty Map — Separating Personal, Crew and Site Accountabilities
- ISO 45001 Worker Consultation and Participation — Supervisor Role in Practice
- Shift Start Readiness Check — Fitness, Staffing and Equipment Decisions
- Frontline Risk Profile — Ranking the Crew's Highest-Consequence Tasks
- Supervisor Credibility Factors — Consistency Between Words and Field Actions

Day 2: Task Planning at Crew Level

- Job Safety Analysis Walk-Through — Verifying Steps Before Work Starts
- Last-Minute Risk Assessment Card — When Crews Must Stop and Rethink
- Simultaneous Operations Clash Check — Sequencing Crews in Shared Areas
- Line-of-Fire and Dropped Object Hazards — Positioning Crew Members
- Task Change Trigger List — Recognising When the Original Plan No Longer Holds

Day 3: Toolbox Talks That Change Behaviour

- Toolbox Talk Structure — Hazard, Story, Control and Crew Commitment
- Two-Way Questioning Techniques — Checking Understanding Instead of Reading Aloud
- Using Recent Near Misses — Turning Events into Short Crew Lessons
- Multilingual Crew Briefings — Visual Aids and Peer Interpreters
- Toolbox Attendance and Feedback Record — Tracking Topics Raised by Crews

Day 4: Permit to Work Oversight

- Permit to Work Lifecycle — Request, Issue, Suspension and Hand-Back
- Isolation Verification at the Worksite — Locks, Tags and Try Tests
- Gas Testing and Confined Space Checks — Supervisor Sign-Off Decisions
- Hot Work Fire Watch Duties — Assigning and Briefing the Watcher
- Permit Field Audit — Spotting Gaps Between Paper and Practice

Day 5: Safety Observations and Hazard Reporting

- Behavioural Observation Conversation — Opening, Exploring and Agreeing Actions
- Positive Reinforcement Ratio — Recognising Safe Choices Specifically
- Hazard Reporting Card Design — Making Reporting Quick for Crews
- Stop Work Authority Practice — Backing Crew Members Who Halt a Job
- Observation Trend Board — Visual Feedback to Shifts on Common Findings

Day 6: Coaching Crews for Safe Performance

- GROW Coaching Model — Structuring Short Safety Coaching Conversations
- Skill Gap Diagnosis — Separating Knowledge, Skill and Motivation Issues
- Mentoring New Starters — Buddy Systems for the First Ninety Shifts
- Difficult Safety Conversations — Addressing Repeated Shortcuts Fairly
- Just Culture Decision Tree — Choosing Coaching, Retraining or Discipline

Day 7: Managing Contractors on Shift

- Contractor Mobilisation Briefing — Site Rules, Hazards and Escalation
- Contractor Supervisor Interface — Agreeing Who Controls Each Activity
- Contractor Field Verification — Checking Competence Cards and Equipment
- Mixed Crew Communication — Single Point of Contact Arrangements
- Contractor Performance Feedback — Weekly Scoring on Field Behaviour

Day 8: Fatigue, Wellbeing and Human Performance

- Fatigue Risk Indicators — Long Shifts, Night Work and Overtime Patterns
- Error Traps at the Worksite — Time Pressure, Distraction and Complacency
- Shift Handover Protocol — Structured Verbal and Written Handovers
- Heat Stress and Environmental Exposure — Work-Rest Schedule Decisions
- Early Warning Signs of Crew Stress — Supportive Supervisor Responses

Day 9: Supervisor-Led Safety Performance Reviews

- Leading and Lagging Indicators — Choosing Measures a Crew Can Influence
- Weekly Crew Safety Huddle — Reviewing Observations and Actions
- Action Tracker for Supervisors — Owners, Due Dates and Close-Out
- Upward Escalation Criteria — When Issues Go to Site Management
- Recognition Scheme Design — Rewarding Reporting Without Hiding Incidents

Day 10: Practising the Crew Safety Coaching Plan

- Simulated Shift Start — Applying Readiness Checks and Task Planning
- Live Toolbox Talk Delivery — Applying Two-Way Questioning Techniques
- Permit and Observation Field Exercise — Applying Oversight and Feedback
- Peer Coaching Rounds — Applying GROW to Real Crew Scenarios
- Crew Safety Coaching Plan — Indicators, Talks Calendar and Coaching Goals

Applying Frontline Supervisor Safety and Crew Coaching After the Course

- Run four redesigned toolbox talks using two-way questioning and record the hazards crews raise
- Hold weekly crew safety huddles that review observation trends and close actions on the supervisor tracker

Frontline Supervisor Safety and Crew Coaching Questions FAQ

What is frontline supervisor safety and crew coaching and why does it matter now?

It is the practice of supervisors leading safe work through planning, briefings, field checks and coaching rather than enforcement alone. It matters now because supervisors lead larger mixed crews with less experience on site.

Which roles gain most from frontline supervisor safety and crew coaching training?

Front-line supervisors, team leaders and shift managers gain most. Anyone who starts shifts, signs permits or hosts contractor crews will apply the methods on their next shift.

How does frontline supervisor safety and crew coaching training differ from a facilities health and safety management course?

It focuses on the supervisor's daily conversations with crews rather than building-wide safety systems. You practise briefings, observations, permit checks and coaching instead of designing site-level management arrangements.

What do you bring back from frontline supervisor safety and crew coaching training?

You bring back a crew safety coaching plan with chosen indicators, a toolbox talk calendar and individual coaching goals for the people you supervise.

Frontline Supervisor Safety and Crew Coaching: The Way Forward

The crew safety coaching plan first informs which tasks and crew members receive coaching attention in the coming month. Supervisors use it in shift handovers and weekly huddles, while site managers use its indicators to support them. After its first month, compare observation and reporting trends with the plan and adjust the coaching goals.