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COURSE BROCHURE

Field Supervisor Coaching Skills for Oil and Gas Operations Training Course

8 – 12 November 2027
Paris

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Ref: 1474_54688 **Date:** 8 – 12 November 2027 **Location:** Paris **Fees:** 6900 GBP

Field Supervisor Coaching Skills for Oil and Gas Operations is a 1-week training course for supervisors, team leaders and technical managers, built around one work product: a crew coaching plan for a named field or plant team. Retirements and rapid hiring leave many crews with thin experience, so supervisors must grow competence on shift rather than wait for classroom slots. Jupiter Prime Training offers this subject to upstream and downstream operations.

Why Field Supervisor Coaching Skills for Oil and Gas Operations Matter Now

Experienced operators are leaving faster than new ones reach independent sign-off. Automation shifts technicians toward diagnosis and fewer routine tasks, which demands judgement that only coached practice builds. Safety leaders also expect supervisors to correct unsafe acts through conversation rather than discipline alone. A site whose supervisors coach well shortens time to competence and sees fewer repeat errors; one that relies on telling sees knowledge walk out with each retirement. The course rests on the GROW model Goal, Reality, Options, Way forward and the Kolb experiential learning cycle.

Who Gains Most from Field Supervisor Coaching Skills for Oil and Gas Operations

- Shift supervisors who sign off operators on plant and field tasks
- Maintenance team leaders who develop technicians on rotating and static equipment
- Drilling and well services supervisors who bring new crew members up to speed
- Technical managers who set competence targets for their units
- HSE advisers who coach safe behaviour during site walks

An operations unit gains most when its shift supervisors and maintenance team leaders attend together and agree a shared coaching rhythm across rotations.

Field Supervisor Coaching Skills for Oil and Gas Operations Capabilities

Participants turn daily site moments, from permit briefings to equipment start-ups, into short coaching opportunities.

- Apply the GROW model in five-minute coaching conversations at the work face — crew members
- Design on-the-job coaching sequences for critical tasks — competence sign-off decisions
- Assess technician readiness with observation checklists — technical managers
- Build feedback that names behaviour and consequence — shift handover quality
- Test understanding of hazards through questioning rather than telling — HSE advisers
- Communicate a crew coaching plan across rotations — relief supervisors

Key Field Supervisor Coaching Skills for Oil and Gas Operations Terms

- GROW model — a coaching structure that moves a conversation through goal, current reality, options and an agreed next step.
- On-the-job coaching — guided practice of a real task at the work site, with the supervisor observing and prompting reflection.
- Competence sign-off — the recorded judgement that a person can perform a defined task safely without supervision.
- Observation checklist — a list of observable steps and behaviours used to assess task performance consistently.
- Safety conversation — a short exchange in which a supervisor explores the reasons behind an unsafe act and agrees a safer method.
- Experiential learning cycle — a sequence of doing, reflecting, concluding and trying again that turns experience into skill.

Field Supervisor Coaching Skills for Oil and Gas Operations Day by Day

Day 1: The Supervisor as Coach on Site

- Crew Experience Mapping — Where Competence Gaps Sit Today
- Coaching Versus Instructing Spectrum — Choosing the Right Style
- Kolb Experiential Learning Cycle — Turning Shifts into Learning
- Rotation and Handover Constraints — Coaching Across Back-to-Back Crews
- Supervisor Credibility Factors — Earning the Right to Coach

Day 2: Coaching Conversations

- GROW Model Practice — Short Conversations at the Work Face
- Open Questioning Techniques — Drawing Out Technician Reasoning
- Active Listening Drills — Hearing Concerns Before Correcting
- Feedback Formats That Name Behaviour — Specific and Timely Input
- Difficult Conversation Scripts — Repeated Errors and Resistance

Day 3: On-the-Job Coaching and Competence

- Critical Task Breakdown — Selecting Steps to Coach First
- Demonstrate, Practise, Observe Sequence — Structured Task Coaching
- Observation Checklists — Consistent Readiness Judgements
- Competence Sign-Off Records — Evidence for Independent Work
- Coaching Logs — Tracking Progress Across Rotations

Day 4: Coaching for Safe Behaviour

- Unsafe Act Conversations — Exploring Reasons, Not Blame
- Toolbox Talk Redesign — From Lecture to Dialogue
- Permit-to-Work Briefing Questions — Testing Hazard Understanding
- Stop-Work Encouragement — Coaching Crews to Speak Up
- Learning from Near Misses — Coaching After an Event

Day 5: Practising the Crew Coaching Plan

- Competence Gap Profile for a Chosen Crew — Applying Day 1
- Recorded GROW Conversation with Peer Feedback — Applying Day 2
- Task Coaching and Safety Conversation Drill — Applying Days 3 and 4
- Rotation Calendar for Coaching Moments — Fitting Coaching into Shifts
- Crew Coaching Plan — Completed for the Named Team

Applying Field Supervisor Coaching Skills for Oil and Gas Operations After the Course

- Hold three GROW coaching conversations per shift for one rotation and log what each technician agreed to try.
- Coach one critical task with the demonstrate, practise, observe sequence and record sign-off evidence.

Field Supervisor Coaching Skills for Oil and Gas Operations Questions FAQ

What are field supervisor coaching skills for oil and gas operations and why do they matter now?

They are the conversation, observation and feedback skills supervisors use to grow crew competence on site. Retirements and new hires make on-shift coaching the fastest route to safe, independent operators.

Which roles gain most from field supervisor coaching skills for oil and gas operations?

Shift supervisors and maintenance team leaders gain most, together with drilling supervisors, technical managers and HSE advisers who develop people in the field.

How do field supervisor coaching skills for oil and gas operations differ from a general leadership course?

They focus on one daily act: coaching a person at the work face. A general leadership course covers strategy and teams; here you practise conversations, task coaching and safety dialogue for crews.

What do you bring back from field supervisor coaching skills for oil and gas operations training?

You bring back a crew coaching plan with a gap profile, coaching rhythm across rotations, observation checklists and safety conversation prompts.

Field Supervisor Coaching Skills for Oil and Gas Operations: The Way Forward

The crew coaching plan first informs which technicians receive coached practice on which critical tasks this rotation. Supervisors, relief supervisors and technical managers use it to keep coaching consistent across shifts. After its first rotation, revisit whether sign-off times shortened and whether safety conversations changed how crews raise concerns.