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COURSE BROCHURE

Leading Operational Change on Oil and Gas Assets Training Course

25 – 29 January 2027
Milan

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Registered in the United Kingdom and Saudi Arabia

Leading Operational Change on Oil and Gas Assets Training Course

Ref: 2435_91947 **Date:** 25 – 29 January 2027 **Location:** Milan **Fees:** 7200 GBP

Leading Operational Change on Oil and Gas Assets is a 1-week training course for team leaders and supervisors who must carry crews through new procedures, equipment, digital systems and organisational shifts, and who leave with a personal change leadership action plan. Producing assets now absorb automation, remote operations and leaner manning while keeping hazardous processes stable. Jupiter Prime Training runs this course for frontline leaders steering such transitions.

Why Operational Change Leadership Matters Now

Three forces press on frontline leaders today: automation and remote control rooms that redraw crew roles, ageing workforces handing knowledge to newer technicians, and owners asking for lower operating cost without loss of process safety. A supervisor who explains the reason for a change, tests it through management of change MOC and keeps crews talking about weak signals protects both output and people; one who imposes change through rota notices invites workarounds, quiet resistance and incidents. The course draws on the management of change discipline, a staged change approach and individual change readiness checks.

Who Gains Most from Operational Change Leadership

- Leaders who run shift crews on production, processing or terminal facilities
- Supervisors who introduce new procedures, permits or control systems at site level
- Maintenance leaders who reorganise craft teams around new strategies or contracts
- Coordinators who carry decisions between operations, engineering and safety functions
- Senior technicians stepping into first-line leadership during asset transitions

Site leadership groups that send several supervisors from the same asset gain most, since they share one change language across shifts.

Operational Change Leadership Capabilities

Participants practise turning an asset decision taken elsewhere into crew routines that hold under night shifts, upsets and contractor turnover.

- Assess crew readiness and resistance for a planned asset change — the sponsor's go or delay decision
- Apply management of change checks to people and organisational changes — site safety leadership
- Communicate the case for change in toolbox talks and handovers — frontline crews and contractors
- Coach technicians through new tasks with structured observation and feedback — competence sign-off
- Weigh options quickly during upsets while a change is bedding in — the control room and duty manager
- Build a personal action plan for leading the next transition — the line manager's development review

Key Operational Change Leadership Terms

- Management of change MOC — a formal process that reviews hazards before a change to plant, procedure or organisation is introduced.
- Organisational change MOC — the branch of MOC applied to manning, roles, rotas and reporting lines rather than hardware.
- Individual change readiness — a stage-by-stage view of whether each person is aware of, wants, knows and can sustain a change.
- Change readiness — the degree to which a crew has the understanding, skills and confidence to adopt a change safely.
- Normalisation of deviance — gradual acceptance of shortcuts that drift from procedure until they feel normal to a crew.
- Change champion — a respected crew member who models new routines and relays concerns back to the supervisor.

Operational Change Leadership Day by Day

Day 1: Forces Reshaping Frontline Operations

- Automation and Remote Operations Trends — Future Crew Roles
- Workforce Ageing and Knowledge Transfer — Succession on Critical Posts
- Staged Change Approach — Framing Site-Level Transitions
- Supervisor Leadership Style Profile — Personal Starting Point for Change
- Asset Change Inventory — Prioritising Transitions Ahead

Day 2: Safety Leadership Through Transition

- Organisational Change MOC Checklists — Manning and Role Hazards
- Normalisation of Deviance Signals — Intervening Before Incidents
- Safety Conversations and Field Walks — Visible Commitment on Site
- Stop-Work Authority Under New Procedures — Protecting Crew Judgement
- Handover Quality During Change — Shift Continuity and Risk

Day 3: Bringing Crews with the Change

- Individual Change Readiness Scoring — Targeting Support by Individual
- Resistance Mapping on a Rota — Where Pushback Will Surface
- Toolbox Talk Design for Change — Clear Reasons and Expectations
- Change Champion Selection — Peer Influence Inside Crews
- Structured Coaching Conversations — Building Competence on New Tasks

Day 4: Decisions and Influence Across Functions

- Recognition-Primed Decision Making — Choices Under Upset Pressure
- Decision Logs and Escalation Thresholds — Duty Manager Involvement
- Stakeholder Map of Operations, Engineering and HSE — Securing Support
- Influencing Without Authority — Contractor and Support Function Buy-In
- Conflict Handling Between Shifts — Restoring Shared Routines

Day 5: Practising the Change Leadership Action Plan

- Readiness Assessment of a Live Asset Change — Applying Readiness Scores
- Organisational MOC Walkthrough — Testing the Plan for Hazards
- Crew Briefing Rehearsal — Feedback from Peer Supervisors
- Thirty-Day Reinforcement Routines — Sustaining New Behaviours
- Personal Change Leadership Action Plan — Commitments, Measures and Sponsor

Applying Operational Change Leadership After the Course

- Score crew readiness using readiness checks for one upcoming procedure or system change and agree support actions with the asset sponsor.
- Run an organisational change MOC review on a planned rota or role change and brief the crew on the hazards found.

Operational Change Leadership Questions FAQ

What is leading operational change on oil and gas assets, and why does it matter now?

It is the frontline skill of carrying crews safely through new systems, procedures and structures. It matters now because automation, leaner manning and workforce turnover are changing assets faster than routines naturally adjust.

Which roles gain most from leading operational change on oil and gas assets?

Shift leaders, area supervisors and maintenance leaders gain most. They translate decisions taken by management into the briefings, coaching and safety checks that crews actually follow on site.

How does leading operational change on oil and gas assets differ from a general supervisory skills course?

It centres on transitions rather than routine supervision. A general supervisory course covers delegation and daily performance, while this one adds organisational MOC, readiness scoring, resistance mapping and influence across operations, engineering and safety functions.

What do you bring back from leading operational change on oil and gas assets?

You bring back a personal action plan for one real transition on your asset. It sets out readiness findings, hazard checks, briefings and measures.

Operational Change Leadership: The Way Forward

The personal change leadership action plan first informs how the next asset transition is briefed and staffed. The supervisor owns it, while the sponsor and HSE adviser use it to track readiness and hazard actions. After the change has run for a month, revisit which crew members still need coaching and whether new routines hold.