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COURSE BROCHURE

# Advanced Safety Leadership Skills Training Course

14 – 25 November 2027
Doha

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Registered in the United Kingdom and Saudi Arabia

# Advanced Safety Leadership Skills Training Course

**Ref:** 284_9324 **Date:** 14 – 25 November 2027 **Location:** Doha **Fees:** 9900 GBP

Safety Leadership Skills are the focus of this 2-week advanced training course for HSE managers, operations superintendents and site leaders, who leave with a site safety leadership action plan ready to share with their leadership team. Rising contractor density, ageing assets and closer board scrutiny of serious-injury potential mean that how leaders behave on the shop floor now shapes risk as much as procedures do. Jupiter Prime Training delivers this course for senior site leaders.

## Why Safety Leadership Skills Matter Now

Three forces shape safety leadership on industrial sites today: a workforce that is increasingly contracted and rotational, boards asking for evidence of control over serious-injury and fatality potential rather than falling injury rates, and a growing expectation that leaders engage workers in hazard decisions. Sites that lead safety well see earlier reporting of weak signals and stronger contractor ownership; sites that lead it badly rely on blame and discover hazards through incidents. The course rests on ISO 45001 Occupational Health and Safety Management Systems, whose leadership and worker participation clauses frame the leadership behaviours practised throughout.

## Who Gains Most from Safety Leadership Skills

- Leaders who set safety expectations for an operating site and answer for its serious-incident exposure
- Superintendents who translate safety priorities into shift routines, permits and daily production decisions
- HSE managers who advise senior leaders and design the site's safety leadership routines
- Contract and project leaders who hold several contractor companies to a common safety standard
- Leaders of maintenance and turnaround crews whose work carries high-energy and simultaneous-operations hazards

The greatest gain comes when a site leadership team attends together with its HSE lead, because the action plan then reflects shared commitments rather than one person's intentions.

## Safety Leadership Skills Capabilities

Participants move from personal leadership style to the routines, conversations and measures that shape how a whole site treats hazards.

- Assess the site's safety culture maturity and its weakest leadership behaviours — leadership team priorities
- Design visible felt leadership routines with clear purpose and follow-up — site leadership calendar
- Apply just culture reasoning to classify unsafe acts consistently — disciplinary and learning decisions
- Build leading indicators linked to critical controls — board and operations reporting
- Coach supervisors to hold high-quality safety conversations — frontline engagement
- Communicate safety expectations to contractor leadership with measurable commitments — contract and partnership reviews

## Key Safety Leadership Skills Terms

- Visible felt leadership — leaders being present at the workplace, showing genuine interest in hazards and acting on what workers raise.
- Just culture — a fair approach that separates honest error, at-risk choices and reckless behaviour when responding to unsafe acts.
- Leading indicator — a measure of activity or control quality that signals safety performance before harm occurs.
- Critical control — a barrier whose failure would directly allow a serious-injury or fatality event to happen.
- Psychological safety — the shared belief that people can raise concerns, report errors or stop work without fear of blame.
- Safety conversation — a structured dialogue between a leader and a worker that explores how a task is really performed and its hazards.

## Safety Leadership Skills Day by Day

## Day 1: Safety Leadership in Context

- Safety Culture Maturity Models — Where the Site Stands Today
- Serious Injury and Fatality Potential — Shifting Leadership Attention
- Lessons From Major Industrial Accidents — Leadership Failures Behind Them
- ISO 45001 Leadership Clauses — Top Management Accountability
- Personal Leadership Style Profile — Strengths and Blind Spots

## Day 2: Leadership Behaviours That Shape Risk

- Transformational and Transactional Leadership — Balancing Inspiration With Control
- Leader Standard Work for Safety — Daily Routines and Priorities
- Role Modelling and Signal Value — What Workers Notice
- Production Pressure Trade-Offs — Signalling That Safety Comes First
- Leadership Shadow Assessment — Gaps Between Words and Actions

## Day 3: Visible Felt Leadership

- Visible Felt Leadership Tours — Purpose, Preparation and Follow-Up
- Gemba Walks for Safety — Seeing Work as Done
- Felt Leadership Commitments — Personal Pledges to the Workforce
- Recognition of Safe Behaviour — Reinforcing the Right Choices
- Leadership Visit Records — Closing Actions Workers Raised

## Day 4: Safety Conversations and Coaching

- Structured Safety Conversation Models — Opening, Exploring and Agreeing
- Active Listening and Questioning — Drawing Out Real Hazards
- Coaching Supervisors With GROW — Building Frontline Capability
- Difficult Conversations on Unsafe Acts — Correcting Without Blame
- Conversation Quality Review — Improving Leader Engagement

## Day 5: Just Culture and Learning

- Just Culture Decision Tree — Fair Responses to Unsafe Acts
- Human Error Types — Slips, Lapses, Mistakes and Violations
- Work as Imagined Versus Work as Done — Closing the Gap
- Learning Teams — Exploring Normal Work Before Incidents
- Speak-Up and Stop-Work Authority — Protecting Those Who Raise Concerns

## Day 6: Measuring Leadership Performance

- Leading and Lagging Indicator Sets — Balanced Safety Scorecards
- Critical Control Verification — Confirming Barriers Are Working
- Safety Perception Surveys — Reading Culture Across Crews
- Indicator Gaming Risks — Keeping Measures Honest
- Leadership Performance Dashboards — Reporting to Executives and Boards

## Day 7: Leading Contractors and Partners

- Contractor Safety Leadership Expectations — Pre-Qualification and Mobilisation
- Joint Leadership Tours With Contractors — Shared Site Ownership
- Bridging Documents — Aligning Different Safety Systems
- Contractor Performance Reviews — Holding Partners to Commitments
- Simultaneous Operations Leadership — Coordinating Multiple Crews

## Day 8: Leading Through High-Risk Work

- Permit-to-Work Leadership Checks — Quality of Authorisation
- Pre-Task Risk Briefings — Leader Input on High-Energy Hazards
- Turnaround and Shutdown Leadership — Managing Peak Exposure
- Management of Change Leadership Role — Challenging Temporary Fixes
- Incident Response Leadership — First Hours After a Serious Event

## Day 9: Building Engagement and Ownership

- Worker Participation and Consultation — Involving Crews in Hazard Decisions
- Safety Committees and Champions — Distributing Leadership
- Influence Mapping — Engaging Informal Leaders on Site
- Change Management for Culture — Sustaining New Behaviours
- Leadership Communication Plans — Messages Across Shifts and Languages

## Day 10: Practising the Safety Leadership Action Plan

- Culture Maturity Diagnosis Applied — Selecting Priority Behaviours
- Felt Leadership and Conversation Routines Applied — Leader Calendar Design
- Leading Indicator Set Applied — Measures for the First Quarter
- Contractor Engagement Commitments Applied — Partner Leadership Actions
- Site Safety Leadership Action Plan — Final Peer Review and Commitment

## Applying Safety Leadership Skills After the Course

- Run a month of visible felt leadership tours using the structured safety conversation model, then review the records with the leadership team.
- Pilot the leading indicator set on one critical control and present the first results at the next operations review.

## Safety Leadership Skills Questions FAQ

### What are Safety Leadership Skills and why do they matter now?

Safety Leadership Skills are the behaviours, conversations and routines through which leaders shape how a site controls hazards. They matter now because contracted workforces, ageing assets and board focus on serious-injury potential make leadership quality a direct driver of risk.

### Which roles gain most from Safety Leadership Skills training?

Site leaders, operations superintendents and HSE managers gain most, along with contract leaders who coordinate several companies. You benefit if you set expectations for others and answer for serious-incident exposure on an operating site.

### How do Safety Leadership Skills differ from a safety management systems course?

A safety management systems course focuses on documented processes, audits and procedures. This leadership course focuses on what leaders say and do: felt leadership tours, safety conversations, just culture decisions and leading indicators that shape behaviour across crews and contractors.

## What do you bring back from Safety Leadership Skills training?

You bring back a safety leadership action plan for your site, with priority behaviours, a leader calendar, conversation routines, contractor commitments and a set of leading indicators ready for your leadership team to adopt.

## Safety Leadership Skills: The Way Forward

The site safety leadership action plan first informs which leadership behaviours the site prioritises over the coming quarter. Site leaders, superintendents and HSE managers use it to schedule felt leadership tours, coach supervisors and track leading indicators. After its first use, the contractor commitments and the honesty of the indicators deserve a fresh look, since both drift as crews and partners change.