Training Course on HSE Leadership and Culture in High-Hazard Industries

Professional Development Training Course Outline

Category	Oil and Gas	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s complex industrial environment, where risks and hazards are high, developing a robust HSE (Health, Safety, and Environment) leadership culture is not just a regulatory necessity—it’s a strategic imperative. Training Course on HSE Leadership & Culture in High-Hazard Industries empowers professionals in high-risk sectors such as oil & gas, construction, mining, petrochemicals, and manufacturing to lead a proactive safety-first culture that reduces incidents, improves compliance, and enhances organizational resilience.

This course bridges the gap between safety policies and daily operations by emphasizing safety leadership, behavioral safety, risk perception, safety culture transformation, and incident prevention strategies. Through real-world case studies, interactive modules, and practical tools, participants will learn how to integrate HSE leadership principles into the core of their organizational culture.

Programme Curriculum

Training Course on HSE Leadership & Culture in High-Hazard Industries

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Course Objectives

1. Define the core elements of effective HSE leadership in high-risk industries.
2. Recognize the importance of a positive safety culture and its impact on performance.
3. Identify and manage occupational health and safety risks more proactively.
4. Apply behavior-based safety (BBS) approaches to improve frontline engagement.
5. Analyze incident root causes and promote a culture of continuous learning.
6. Strengthen risk communication and safety decision-making under pressure.
7. Explore the link between psychological safety and operational effectiveness.
8. Measure and monitor leading and lagging safety indicators effectively.
9. Align HSE strategy with business performance and sustainability goals.
10. Develop safety leadership behaviors across all organizational levels.
11. Implement organizational change management to embed safety culture.
12. Leverage digital tools and analytics to enhance HSE performance.
13. Cultivate a culture of accountability and empowerment in safety leadership.

Target Audiences:

1. HSE Managers and Supervisors
2. Plant and Operations Managers
3. Risk and Compliance Officers
4. Process Safety Engineers
5. Frontline Supervisors
6. HR and Organizational Development Professionals
7. Quality and Safety Auditors
8. Industrial Trainers and Consultants

Course Duration: 5 days

Course Modules

Module 1: Foundations of HSE Leadership

- Understanding HSE leadership fundamentals
- Leadership vs. management in safety
- Vision and values alignment
- Core HSE leadership competencies
- Leadership challenges in high-risk environments
- **Case Study:** BP Texas City Refinery Explosion – Leadership Gaps & Lessons Learned

Module 2: Building and Sustaining a Safety Culture

- Safety culture maturity models
- Cultural assessments and audits
- Drivers of positive safety culture
- Influence of national and organizational cultures
- Changing mindsets through leadership
- **Case Study:** Shell’s Hearts and Minds Programme

Module 3: Behavior-Based Safety (BBS)

- Principles of BBS and observation techniques
- Reducing unsafe behaviors through feedback
- Designing BBS programs
- Motivating safe behaviors
- Recognizing and rewarding safety actions
- **Case Study:** DuPont STOP™ Program Implementation

Module 4: Incident Investigation and Root Cause Analysis

- Types and classifications of incidents
- Tools for effective investigations (5 Whys, Fishbone, TapRooT)
- Learning from near-misses
- Developing corrective and preventive actions
- Reporting and transparency culture
- **Case Study:** Deepwater Horizon Disaster – RCA Insights

Module 5: Human Factors and Safety Performance

- Human error types and management
- Fatigue, stress, and mental health in safety
- Designing human-centric work systems
- Ergonomics and task design
- Training and competence assessment
- **Case Study:** NASA Challenger Disaster – Human Factor Failures

Module 6: Risk Perception and Communication

- Cognitive biases in risk decision-making
- Risk visualization and storytelling
- Safety-critical communication tools
- Bridging the perception gap between leaders and workers
- Leading under uncertain conditions
- **Case Study:** Fukushima Nuclear Disaster – Communication Breakdowns

Module 7: Safety Metrics and KPIs

- Leading vs. lagging indicators
- Creating actionable safety dashboards

- Integrating KPIs into performance reviews
- Predictive analytics in safety
- Benchmarking and continuous improvement
- **Case Study:** Alcoa's Transformation through Safety Metrics

Module 8: Strategic Integration of HSE in Business

- Aligning HSE with ESG and sustainability
- Executive-level safety strategy
- Governance and accountability structures
- Building cross-functional HSE teams
- Long-term culture transformation plans
- **Case Study:** BHP Billiton's Zero Harm Strategy

Training Methodology

- Interactive workshops and group discussions to foster peer learning
- Real-life case studies to apply concepts and provoke critical thinking
- Role-playing and simulations to reinforce HSE leadership behaviors
- Action planning sessions for immediate workplace application
- Pre- and post-assessments to measure knowledge retention
- Customizable toolkits for long-term safety culture enhancement

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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