Competency Development for Supervisory Excellence in the Oil, Gas & Petrochemicals Industry

Date	($)Fees	
16 March -20 March 2025 Kuala Lumpur	3500	Register Now

Why Choose this Training Course?

This course has been specifically designed to develop the competency of supervisory personnel in the oil and gas sectors by equipping them with the knowledge, skills and understanding to achieve Supervisory Excellence in this critical, high hazard industry. On the course you will learn about utilising management and leadership techniques to identify risks, problem solve, delegate, communicate effectively, develop yourself and others, control your team, your work environment; as well as create a climate and culture for improved safety. This course is essential development for supervisors operating and working in the oil and gas industry.

This course will feature:

- The unique and important role of the supervisor as a master key for organizational success and development
- Analysing risks and problems and providing effective decisions
- Delegating skills and controlling meetings
- Excellent interpersonal and communications skills techniques
- Methods in achieving the safety culture and target zero
- Developing people and team performance

What are the Goals?

By the end of this course, participants will be able to:

- Understand the important role and responsibilities of a Supervisor in the organisation
- Determine effective problem solving risk identification and analysis within their working environment
- Apply powerful interpersonal techniques to improve communication, and promotion of the safety culture
- Apply development, coaching, mentoring and feedback techniques to increase optimum people performance
- Improve the safety climate and culture across the organisation through their attitude and actions

Who is this Training Course for?

This course is suitable to a wide range of professionals but will greatly benefit the following indiv belong in the Oil, Gas & Petrochemicals Industry:

- New & Experienced Supervisors
- Team Leaders & Line Managers
- Projects & Process Engineers & Managers
- Senior Engineers

How will this Training Course be Presented?

This course will utilise a variety of proven highly interactive adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes facilitated group and individual exercises, case studies, role-play, videos. The instructor will also facilitate learning by encouraging the delegates to test and critically appraise any theories and concepts on the course.

The Course Content

Day One: Understanding the Supervisory Role as a Key Member of the Organisation

As a supervisor you are a key operational role in the organization and you need to gain an understanding of the impact you have.

Key behaviours:

- Organizational development
- Key leading and management principles
- Creating vision and initiatives
- Managing change

Topics to be covered:

- Supervisors as a master key for organizational success and development
- Managing or Leading?
- Creating vision and initiatives
- Inspiring change and innovations leading to continuous improvement
- Personal Accountability, Reliability, Integrity and Honesty

Day Two: Problem Solving, Decision Making and Delegation

Supervisors are constantly being subjected to daily problems, both from above, below and from those around. It's essential that you have a good understanding of the principles involved with problem solving and decision making.

Key behaviours:

- Analyzing situations and data
- Lateral and Vertical problem solving
- Decision making process
- Delegation skills

Topics to be covered:

- Assessing risks and analyzing problems

- Problem solving and decision making process
- Job enrichment and motivation
- Mastering the art of delegation
- Dealing with diverse workforce and contractors

Day Three: Mastering Communication and Interpersonal skills

Communication is an important supervisory skill, from dissemination, to interpretation, top-down to bottom-up, to help you persuade and influence.

Key behaviours:

- Uses a variety of questioning techniques to clarify
- Uses listening skills effectively
- Able to influence and persuade through effective communication
- Uses communication to control and be assertive as needed
- Able to use various sources of communication methods, including meetings

Topics to be covered:

- Overcoming communication barriers
- The power of questions
- Active listening skills
- Developing your observation skills to influence the outcome/effects of others
- Persuasion and negotiation: keys to personal influence
- Conflict management: managing conflict assertively
- Effective meeting skills

Day Four: Achieving HSE Excellence

Health and safety is an important area for all supervisors regardless of role or discipline.

Key behaviours:

- Understand the importance of H&S
- Be aware of their impact on the H&S culture
- Create a climate of pro-active H&S
- Lead by example with H&S
- Understand the legal implications of H&S in their environment

Topics to be covered:

- HSE culture and defining actions required to improve
- Dealing with Stress (shutdown, failures, emergencies, incidents, disputes with others)
- Behavioural skills in achieving Safety Excellence and target zero
- Commitment and compliance towards HSE documents and standards

Day Five: Developing your Team and Others

As a supervisor, you will be leading a team. It's important to realize that the team supports the supervisor. If the team is weak, or not performing then this will have implications on the effectiveness of the role.

Key behaviours

- Developing others

- Team dynamics
- Learning strategies
- Gain feedback skills and techniques

Topics to be covered:

- How people learn
- Team development
- Positive development: training and development planning
- Coaching and mentoring for personal and team growth
- Giving powerful feedback to increase optimum performance
- Next steps

00201102843111

info@minaretc.org

http://minaretc.org/