

Course No. 1967

HSE Leadership, Culture & Performance Management Training Course

HEALTH, SAFETY & ENVIRONMENT MANAGEMENT
HEALTH, SAFETY, ENVIRONMENT & SUSTAINABILITY

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The HSE Leadership, Culture & Performance Management Training Course provides a strategic and practical framework for strengthening leadership effectiveness, building a proactive health, safety, and environmental culture, and improving organizational HSE performance. The course focuses on the critical role of leadership in translating HSE commitments into visible behaviors, management practices, operational priorities, and measurable results.

Participants will examine how leadership decisions, management behaviors, communication, accountability, employee involvement, and organizational values influence HSE culture and operational performance. The program explores the characteristics of effective HSE leadership and provides practical approaches for engaging employees, influencing supervisors and managers, strengthening safety ownership, and embedding HSE considerations into everyday business decisions.

The course also addresses HSE performance management, including the development of meaningful leading and lagging indicators, performance objectives, dashboards, trend analysis, management reviews, accountability mechanisms, and improvement plans. Participants will learn how to use performance information not simply to report results, but to identify emerging risks, understand organizational weaknesses, and drive targeted improvement.

Through leadership exercises, cultural assessment activities, performance analysis, workplace scenarios, and practical case studies, participants will develop the ability to assess HSE culture, strengthen leadership behaviors, establish effective performance management systems, and create sustainable improvement initiatives aligned with organizational objectives.

Objectives

- By the end of the course, participants will be able to:
- Explain the strategic role of leadership in achieving effective HSE performance.
- Assess the influence of leadership behaviors on organizational HSE culture.
- Identify the characteristics of proactive and visible HSE leadership.
- Evaluate organizational HSE culture and identify cultural strengths and weaknesses.
- Strengthen accountability and ownership for HSE performance across management levels.

- Develop effective HSE objectives aligned with organizational priorities.
- Select appropriate leading and lagging HSE performance indicators.
- Establish practical mechanisms for monitoring and reviewing HSE performance.
- Apply communication and engagement techniques to strengthen employee participation.
- Analyze HSE performance trends and identify emerging areas of concern.
- Integrate HSE performance into operational and strategic decision-making.
- Develop targeted interventions to improve HSE culture and performance.
- Strengthen supervisor and middle-management involvement in HSE leadership.
- Improve management response to incidents, unsafe conditions, and performance deterioration.
- Establish effective HSE improvement and accountability plans.
- Support sustainable cultural transformation through leadership, measurement, learning, and continuous improvement.

Who Should Attend

This course is designed for HSE managers, directors, senior HSE professionals, safety leaders, environmental managers, operational assurance professionals, and managers responsible for organizational health, safety, and environmental performance.

It is also suitable for chief executives, senior managers, operations managers, project managers, department heads, supervisors, engineering and maintenance managers, human resources professionals, quality managers, risk professionals, and leaders responsible for workforce engagement, organizational culture, and operational excellence.

The program is particularly relevant to organizations operating in oil and gas, petrochemicals, energy, utilities, construction, manufacturing, engineering, mining, transportation, logistics, infrastructure, government, and other high-risk or complex operational environments.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Demonstrate leadership behaviors that visibly reinforce HSE priorities.
- Evaluate the current maturity of an organization's HSE culture.

- Identify behavioral, organizational, and management factors affecting HSE performance.
- Establish clear HSE accountability across leadership and operational levels.
- Develop performance objectives that support organizational HSE priorities.
- Build balanced HSE performance measurement frameworks.
- Interpret leading and lagging indicators to understand performance trends.
- Use HSE dashboards and performance reports to support management decisions.
- Identify early warning signals of deteriorating HSE performance.
- Engage employees and supervisors in proactive HSE improvement.
- Strengthen communication and feedback mechanisms across the organization.
- Develop management interventions for recurring HSE performance weaknesses.
- Integrate lessons from incidents, audits, inspections, and observations into organizational learning.
- Establish practical performance improvement initiatives with clear ownership and measures.
- Strengthen management review and governance of HSE performance.
- Develop a sustainable HSE leadership and culture improvement roadmap.

Course Outline

DAY 01

HSE Leadership and Organizational Accountability

- The strategic role of HSE leadership.
- Leadership versus management in HSE performance.
- Characteristics of effective HSE leaders.
- Visible leadership and leadership presence in the workplace.
- Leadership behaviors and their impact on workforce performance.
- Management commitment and HSE priorities.
- Accountability, responsibility, and ownership.
- Integrating HSE into business and operational decisions.
- Leadership at executive, managerial, supervisory, and frontline levels.
- Common leadership barriers to effective HSE performance.

DAY 01 — CONTINUED

PRACTICAL APPLICATION

Assess leadership practices within a hypothetical organization and identify opportunities to strengthen HSE leadership and accountability.

DAY 02**HSE Culture, Behaviors and Employee Engagement**

- Understanding organizational HSE culture.
- Elements of a proactive HSE culture.
- Cultural maturity and organizational behavior.
- Safety values, attitudes, beliefs, and perceptions.
- Behavioral factors influencing HSE outcomes.
- Employee involvement and workforce participation.
- Building trust, openness, and psychological safety in reporting.
- Encouraging hazard and near-miss reporting.
- Learning culture versus blame-oriented culture.
- Contractor and workforce engagement.
- Measuring and improving HSE culture.

PRACTICAL APPLICATION

Conduct an HSE culture maturity assessment and develop initiatives to strengthen employee engagement and proactive safety behaviors.

DAY 03**HSE Performance Management and Measurement**

- Principles of HSE performance management.
- Establishing strategic and operational HSE objectives.
- Developing meaningful performance measures.
- Leading and lagging indicators.
- Selecting indicators that support proactive decision-making.

DAY 03 — CONTINUED

- HSE performance dashboards and reporting.
- Data quality and performance information.
- Trend and comparative analysis.
- Identifying early warning signals.
- Linking HSE performance with operational performance.
- Management review and performance accountability.

PRACTICAL APPLICATION

Develop an HSE performance scorecard containing objectives, indicators, targets, thresholds, responsibilities, and reporting requirements.

DAY 04

Performance Improvement, Learning and Management Intervention

- Diagnosing HSE performance weaknesses.
- Analyzing recurring incidents, observations, audit findings, and nonconformities.
- Root causes of organizational HSE performance problems.
- Learning from incidents and operational events.
- Corrective and preventive action effectiveness.
- Developing targeted performance improvement initiatives.
- Coaching and influencing supervisors and managers.
- Performance conversations and constructive feedback.
- Managing resistance to HSE improvement.
- Monitoring improvement actions and verifying results.
- Building organizational learning mechanisms.

PRACTICAL APPLICATION

Analyze a deteriorating HSE performance scenario, identify systemic causes, and develop a management intervention and improvement plan.

DAY 05

HSE Governance, Culture Transformation and Sustainable Performance

- Integrating leadership, culture, and performance management.
- HSE governance and senior management oversight.
- Establishing leadership accountability frameworks.
- Aligning HSE culture with organizational strategy and values.
- Developing HSE performance improvement roadmaps.
- Strengthening proactive leadership practices.
- Embedding HSE into strategic and operational planning.
- Using performance intelligence for executive decision-making.
- Sustaining cultural transformation.
- Measuring the effectiveness of leadership initiatives.
- Continuous improvement and organizational learning.
- Building long-term HSE ownership and resilience.

FINAL WORKSHOP

Develop an integrated HSE Leadership, Culture & Performance Management framework for a high-risk organization, including leadership priorities, culture assessment, accountability mechanisms, performance indicators, employee engagement initiatives, management interventions, and a sustainable improvement roadmap.

Register or Request More Information

Course page: <https://quest-training.com/courses/hse-leadership-culture-performance-management-training-course>

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