

Course No. 1651

Process Safety Leadership & Culture in Oil & Gas Training Course

**PROCESS SAFETY MANAGEMENT
OIL & GAS**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Process Safety Leadership & Culture in Oil & Gas Training Course is designed to strengthen the leadership capabilities, organizational behaviors, and management practices required to maintain effective process safety performance across high-hazard oil and gas operations. The course focuses on the critical role of leadership in preventing major accidents, maintaining operational discipline, protecting safety-critical barriers, and creating an organizational culture where process safety is treated as a core business responsibility.

Strong process safety performance depends on more than technical systems and written procedures. Leadership decisions concerning resources, production priorities, maintenance, competency, risk acceptance, organizational change, and operational pressures can directly influence the condition of process safety controls. This course examines how leaders can recognize these influences, establish clear expectations, and ensure that major accident risks remain visible and actively managed at every organizational level.

The program is particularly relevant to upstream, midstream, downstream, refining, gas processing, petrochemical, offshore, onshore, pipeline, terminal, and storage operations. Participants will explore leadership accountability, process safety culture, operational discipline, safety-critical controls, management of change, risk-based decision-making, workforce engagement, contractor management, learning from incidents, and process safety performance monitoring.

A practical approach is used throughout the course to help leaders translate process safety principles into everyday management behaviors. Participants will examine realistic scenarios involving production pressures, deteriorating equipment, procedural deviations, organizational changes, maintenance backlogs, contractor activities, and conflicting operational priorities. These scenarios help demonstrate how leadership behaviors can either strengthen or weaken process safety barriers.

By the end of the Process Safety Leadership & Culture in Oil & Gas Training Course, participants will be able to evaluate their organization's process safety culture, strengthen leadership practices, improve accountability, reinforce operational discipline, and support proactive management of major accident risks. The course provides practical tools for building a culture where process safety decisions are based on risk, critical controls are protected, and lessons from operational experience are converted into sustainable improvements.

Objectives

- Analyze the relationship between leadership behavior, organizational culture, and process safety performance in oil and gas operations.
- Assess organizational attitudes, behaviors, and management practices that may strengthen or weaken major accident prevention.
- Develop clear leadership expectations for process safety accountability, operational discipline, and critical risk management.
- Apply risk-based decision-making principles when balancing production, maintenance, operational, financial, and process safety priorities.
- Evaluate the effectiveness of safety-critical controls and leadership processes used to maintain their reliability and performance.
- Strengthen management visibility of major accident hazards through structured leadership engagement, field presence, and performance reviews.
- Improve communication and workforce engagement practices that encourage reporting of process safety concerns, deviations, and weak signals.
- Assess the influence of organizational change, workload, resource constraints, and operational pressure on process safety performance.
- Evaluate contractor and workforce management practices from a process safety leadership and culture perspective.
- Apply lessons learned from incidents, near misses, and barrier failures to strengthen organizational learning and prevention.
- Develop meaningful process safety leadership indicators that support proactive monitoring of organizational performance.
- Design a practical process safety leadership and culture improvement plan by the end of the course.

Who Should Attend

This training course is designed for senior leaders, managers, and experienced professionals with responsibility for process safety, operations, production, engineering, maintenance, asset integrity, HSE, risk management, reliability, and organizational performance within the oil and gas industry. It is particularly suitable for operations managers, plant managers, asset managers, production managers, engineering managers, maintenance managers, HSE managers, process safety managers, and technical safety leaders.

The program is also highly relevant to executives, department heads, facility leaders, project managers, and operational supervisors who influence decisions affecting major accident risk. Professionals responsible for management systems, operational excellence, technical assurance, workforce competency, contractor management, incident investigation, and organizational change will benefit from the leadership-focused approach.

The course is suitable for leaders working across upstream, midstream, downstream, refining, gas processing, petrochemical, offshore, onshore, pipeline, terminal, and storage operations. It is particularly valuable for decision makers who need to connect process safety culture and leadership behavior with operational reliability, asset protection, workforce engagement, and long-term organizational resilience.

Learning Outcomes

- Explain how leadership behavior and organizational culture influence major accident prevention and process safety performance.
- Identify cultural and organizational weaknesses that could contribute to the deterioration of critical process safety controls.
- Evaluate leadership practices against the requirements of effective process safety governance and accountability.
- Apply risk-based decision-making principles when dealing with competing operational and business priorities.
- Evaluate the condition and effectiveness of safety-critical controls from a leadership and management perspective.
- Establish clear accountability for process safety responsibilities across management, operations, engineering, maintenance, and support functions.
- Strengthen workforce engagement and communication around process safety hazards, operational deviations, and weak signals.
- Assess the impact of organizational change, resource limitations, workload, and production pressure on process safety performance.
- Evaluate contractor management practices and identify leadership actions required to maintain consistent process safety standards.
- Use incident and near-miss learning to identify organizational weaknesses and strengthen preventive controls.

- Develop proactive process safety leadership indicators and use them to support management review and continuous improvement.
- Prepare a practical process safety culture improvement plan with defined priorities, leadership actions, responsibilities, measures, and implementation steps.

Course Outline

DAY 01

Process Safety Leadership & Organizational Culture

- Principles of process safety leadership in high-hazard oil and gas operations
- Relationship between leadership behavior, organizational culture, and major accident prevention
- Process safety culture, values, attitudes, behaviors, and organizational expectations
- Leadership accountability, governance, ownership, and visibility of major accident hazards

PRACTICAL APPLICATION

Assess a simulated oil and gas organization and identify leadership and cultural factors that could strengthen or weaken process safety performance

DAY 02

Risk-Based Leadership & Safety-Critical Controls

- Leadership decision-making under operational pressure and uncertainty
- Balancing production objectives with process safety and major accident risk
- Identification and management of safety-critical controls and barriers
- Leadership oversight of asset integrity, maintenance, operating limits, and critical risk controls

PRACTICAL APPLICATION

Evaluate a high-risk operational scenario and make leadership decisions while protecting critical process safety barriers

DAY 03

Operational Discipline, Workforce Engagement & Contractor Leadership

- Operational discipline and leadership expectations for safe operating practices
- Communication, workforce engagement, reporting, and escalation of process safety concerns
- Human and organizational factors affecting process safety behavior
- Contractor management, competency, supervision, and alignment of process safety expectations

PRACTICAL APPLICATION

Analyze a scenario involving procedural deviation, production pressure, and contractor activities and develop appropriate leadership interventions

DAY 04

Learning from Incidents, Change & Process Safety Performance

- Leadership responsibilities following incidents, near misses, and process safety events
- Organizational learning, barrier failure analysis, and prevention of recurring events
- Leadership of Management of Change and organizational transformation
- Process safety performance indicators, leadership reviews, and early warning signals

PRACTICAL APPLICATION

Review a process safety incident and identify leadership failures, cultural contributors, missed warning signs, and required corrective actions

DAY 05

Building a Strong Process Safety Culture & Leadership Improvement

- Developing visible, consistent, and risk-informed process safety leadership
- Strengthening accountability, assurance, workforce involvement, and continuous improvement
- Assessing process safety culture maturity and identifying priority improvement areas

DAY 05 — CONTINUED

- Establishing sustainable leadership practices and process safety performance monitoring

FINAL WORKSHOP

Develop a Process Safety Leadership & Culture Improvement Plan covering leadership commitments, cultural priorities, critical controls, workforce engagement, performance indicators, responsibilities, and implementation actions

Register or Request More Information

Course page: <https://quest-training.com/courses/process-safety-leadership-culture-in-oil-gas-training-course>

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