

INTELLIGENT FELT LEADERSHIP



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TRAINING CENTER



Introduction

Intelligent Felt Leadership Training Course equips managers and safety professionals with the behaviors that make safety culture visible and trusted on site. Felt leadership means people know that leaders genuinely care about their safety, not just about compliance figures. Intelligent felt leadership adds judgment: leaders read the situation, adapt their approach, and act on what they observe. This program blends safety leadership theory with practical field routines. As a result, participants learn to run effective safety conversations, coach supervisors, and use leading indicators that reveal risk early. Furthermore, the course strengthens hazard identification, incident investigation, and contractor engagement.

Intelligent Felt Leadership Course Objectives

- Apply the Bradley Curve to assess safety culture maturity.
- Demonstrate visible felt leadership through structured site visits.
- Conduct safety conversations using the SAFER observation model.
- Apply behavior-based safety techniques and ABC analysis.
- Coach supervisors with the GROW model on safety performance.
- Implement the hierarchy of controls for hazard mitigation.
- Lead incident investigations with root cause analysis and the 5 Whys.
- Use leading and lagging indicators to steer safety performance.
- Apply permit to work and lockout/tagout systems correctly.
- Build contractor and workforce engagement programs.

Course Methodology

- Facilitated sessions combining safety theory and field practice.
- Observation workshops using structured safety checklists.
- Role-play of safety conversations and coaching moments.

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- Case studies from oil and gas, construction, and manufacturing.
- Group exercises in incident investigation and root cause analysis.
- Simulation of safety leadership walkthroughs.
- Structured peer feedback and personal leadership commitments.

Who Should Take This Course

- Line managers and supervisors in industrial settings.
- HSE managers, officers, and advisers.
- Operations and maintenance superintendents.
- Site and project managers.
- Safety committee members and champions.
- Contractor supervision and permit holders.
- Executives sponsoring safety culture programs.

Intelligent Felt Leadership Course Outlines

Day 1: Foundations of Intelligent Felt Leadership

- Defining felt leadership and intelligent leadership behavior.
- The Bradley Curve: reactive, dependent, independent, interdependent.
- The safety leadership gap between policy and practice.
- Why behavior and culture drive safety outcomes.
- Leadership styles and their effect on safety climate.
- Types of leadership site visits and their purpose.
- Case study: a culture turnaround on an industrial site.





Day 2: Safety Conversations and Observation Skills

- Preparing for a structured safety conversation.
- The SAFER model: stop, ask, find, explain, reinforce.
- Active listening and questioning techniques.
- Recognizing at-risk behavior and unsafe conditions.
- Behavior-based safety and the ABC analysis model.
- Giving constructive feedback with the SBI model.
- Workshop: practicing safety conversations on site scenarios.

Day 3: Hazard Identification and Risk Control

- Hazard identification methods: JSA, HAZOP, and safety walks.
- Risk assessment matrices and risk ranking.
- The hierarchy of controls from elimination to PPE.
- Permit to work systems and lockout/tagout procedures.
- Management of change and pre-task planning.
- Control of high-risk activities: confined space, working at height.
- Workshop: assessing and controlling a real workplace hazard.

Day 4: Coaching, Engagement, and Contractor Safety

- Coaching supervisors with the GROW model.
- Building psychological safety and speaking-up culture.
- Safety committees, toolbox talks, and safety stand-downs.
- Contractor selection, induction, and performance monitoring.
- Recognition and reward systems for safe behavior.

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- Managing resistance and complacency on mature sites.
- Workshop: designing an engagement plan for a workforce.

Day 5: Measuring, Investigating, and Sustaining Safety Leadership

- Leading versus lagging indicators in safety performance.
- TRIR, LTIFR, and near-miss reporting rates.
- Incident investigation methods: ICAM and TapRoot concepts.
- Root cause analysis with fishbone diagrams and the 5 Whys.
- Corrective action tracking and verification.
- Safety leadership audits and culture surveys.
- Capstone: presenting a personal felt leadership action plan.

Conclusion

By successfully completing Intelligent Felt Leadership Training Course, participants will have acquired the knowledge to demonstrate genuine safety leadership, run effective safety conversations, control workplace hazards with the hierarchy of controls, and investigate incidents to prevent recurrence. They will also understand how to coach supervisors, engage contractors, and steer performance with leading indicators. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders build safety cultures that people trust.

FAQs for the Intelligent Felt Leadership course





Q1 What is the "Intelligent Felt Leadership" course about?

It is a training program that teaches leaders to show visible, credible commitment to safety while adapting their approach to each situation. It covers safety culture, observation skills, hazard control, coaching, and incident investigation.

Q2 What are the key benefits of the "Intelligent Felt Leadership" course?

Participants gain stronger safety conversations, earlier risk detection, and more consistent supervision across shifts and contractors. Organizations benefit from fewer incidents, higher near-miss reporting, and a workforce that trusts leadership commitment to safety.

Q3 What skills will I gain from the "Intelligent Felt Leadership" course?

Participants build visible safety leadership and site observation, safety conversation and behavior-based coaching, hazard identification and risk control, and incident investigation and root cause analysis.

Q4 What tools, methods, or standards are covered in the "Intelligent Felt Leadership" course?

The course covers the Bradley Curve, the SAFER observation model, behavior-based safety and ABC analysis, the SBI feedback model, the GROW coaching model, the hierarchy of controls, job safety analysis, HAZOP, permit to work, lockout/tagout, ICAM investigation, fishbone diagrams, the 5 Whys, and TRIR and LTIFR metrics.



Q5 How is the "Intelligent Felt Leadership" course applied in real-world practice?

Learners apply it by running planned site visits, holding structured safety conversations, coaching supervisors after observations, leading investigations, verifying corrective actions, and reviewing leading indicators in management meetings. They then adjust routines based on trends and worker feedback.