

LEADERSHIP ESSENTIALS FOR ENERGY PROFESSIONALS



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TRAINING CENTER



Introduction

Leadership Essentials for Energy Professionals Training Course builds the core leadership capabilities that technical specialists in energy need when they step into leading others. Energy professionals often advance on technical strength, then discover that leading crews, projects, and peers requires a different skill set. This program covers the essentials: setting direction, communicating clearly, delegating safely, coaching, and managing performance. It connects leadership practice to the sector's safety culture and operational discipline. As a result, participants learn to lead without losing technical credibility. Furthermore, the course covers stakeholder communication, contractor leadership, and personal resilience on remote or rotating assignments.

Leadership Essentials for Energy Professionals Course Objectives

- Define the leadership role in technical and operational energy settings.
- Apply situational leadership to match style with crew readiness.
- Communicate clearly through briefings and toolbox talks.
- Delegate with clear ownership and safety accountability.
- Coach technical staff using the GROW model.
- Give feedback with the SBI model and reinforce safe behaviour.
- Apply HSE leadership principles and process safety fundamentals.
- Set SMART objectives and track operational performance.
- Manage conflict and difficult conversations on site.
- Build personal resilience for remote, rotating, or high-pressure work.

Course Methodology

- Facilitated sessions built around real energy sector scenarios.

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- Role-play of briefings, feedback, and difficult conversations.
- Case studies from upstream, midstream, and downstream operations.
- Group exercises in delegation and objective setting.
- Safety leadership simulations and toolbox talk practice.
- Self-assessment of leadership style and communication habits.
- Peer feedback, reflection, and personal leadership action plans.

Who Should Take This Course

- Engineers and technical specialists moving into leadership.
- Field supervisors and shift leaders in energy operations.
- Maintenance and reliability team leads.
- Project engineers with team responsibility.
- HSE advisers and safety supervisors.
- Contract and contractor supervision staff.
- Emerging leaders in oil, gas, power, and utilities.

Leadership Essentials for Energy Professionals Course Outlines

Day 1: Leadership Foundations for Technical Professionals

- Leadership versus technical expertise: what changes.
- The leadership requirements of operational roles.
- Situational leadership and crew readiness levels.



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- Building credibility with experienced crews.
- Time management and priority setting with the Eisenhower matrix.
- Common pitfalls for new technical leaders.
- Workshop: leadership style self-assessment.

Day 2: Communication, Briefings, and Toolbox Talks

- Communication styles and adapting the message.
- Active listening in technical discussions.
- Structuring effective shift briefings and handovers.
- Running toolbox talks that hold attention.
- Giving feedback with the SBI model.
- Speaking up, escalation, and stop-work authority.
- Role-play: delivering a shift briefing.

Day 3: Delegation, Objectives, and Performance

- Why delegation fails in technical teams.
- The five levels of delegation and task ownership.
- Setting SMART objectives with clear success criteria.
- Tracking operational performance with simple KPIs.
- Following up without micromanaging specialists.
- Accountability with the RACI matrix.
- Workshop: delegating a technical task end to end.

Day 4: Safety Leadership and Team Development

- Process safety leadership and safety culture models.



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- The Bradley Curve and safety maturity.
- Behaviour-based safety and reinforcement.
- Coaching technical staff with the GROW model.
- Team development stages and the Tuckman model.
- Managing shift, rotation, and remote team dynamics.
- Workshop: designing a safety leadership routine.

Day 5: Conflict, Resilience, and Leadership Growth

- Sources of conflict on operational sites.
- Conflict approaches with the Thomas-Kilmann model.
- Difficult conversations with contractors and peers.
- Managing pressure, fatigue, and personal resilience.
- Stakeholder communication with asset and project teams.
- Building a personal leadership development plan.
- Capstone: presenting a 90-day leadership plan.

Conclusion

By successfully completing Leadership Essentials for Energy Professionals Training Course, participants will have acquired the knowledge to lead technical teams with confidence, brief and hand over clearly, delegate with accountability, coach their staff, strengthen safety leadership, and manage conflict and pressure on site. They will also understand how to keep developing as leaders within the energy sector. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping energy professionals lead as effectively as they engineer.





FAQs for the Leadership Essentials for Energy Professionals course

Q1 What is the "Leadership Essentials for Energy Professionals" course about?

It is a training program that builds core leadership skills for technical specialists in the energy sector. It covers leadership style, communication, briefings, delegation, performance management, safety leadership, coaching, and resilience.

Q2 What are the key benefits of the "Leadership Essentials for Energy Professionals" course?

Participants gain confidence in leading experienced crews, clearer briefings and handovers, and stronger safety leadership presence. Organizations benefit from more consistent supervision, better safety conversations, fewer communication failures on site, and supervisors ready for larger roles.

Q3 What skills will I gain from the "Leadership Essentials for Energy Professionals" course?

Participants build leadership style and crew credibility, briefing, handover, and communication skills, delegation, objectives, and performance management, and safety leadership, coaching, and resilience.



Q4 What tools, methods, or standards are covered in the "Leadership Essentials for Energy Professionals" course?

The course covers situational leadership, the Eisenhower matrix, SMART objectives, the five levels of delegation, the RACI matrix, the SBI feedback model, the GROW coaching model, the Bradley Curve, behaviour-based safety, the Tuckman team stages, KPI tracking, and the Thomas-Kilmann conflict model.

Q5 How is the "Leadership Essentials for Energy Professionals" course applied in real-world practice?

Learners apply it by running structured shift briefings and handovers, delegating tasks with clear ownership and safety accountability, coaching technicians through performance issues, reinforcing safe behaviour on site, and tracking simple operational indicators with their crews.