



HEALTH SAFETY AND ENVIRONMENT | HSE-016

HSE Leadership for Managers

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Course content

Why Attend

Managers shape safety performance through their priorities, decisions and behaviours. Strong HSE leadership builds trust, encourages reporting and makes safe work the normal way of working.

This Aractech course helps managers understand their HSE accountabilities, set direction, lead by example, engage the workforce, manage risk, learn from incidents and drive continuous improvement. Participants assess their own leadership and develop a personal HSE leadership plan.

Course Methodology

- Leadership presentations
- Self-assessment
- Case studies
- Role plays
- Action planning

Course Objectives

- Understand managers' HSE accountabilities
- Set HSE direction, objectives and priorities
- Demonstrate visible and felt leadership
- Engage employees and contractors in HSE
- Use data and learning to improve performance
- Build a positive safety culture

Target Audience

- Department and operations managers
- Senior and middle managers

Course content

- Project managers
- Plant and site managers

Course outline

Detailed course outline

Day-by-day outline for HSE Leadership for Managers.

Day 1 - HSE Leadership Foundations

- 09:00-09:39 | Why leadership matters
- 09:39-10:18 | Accountabilities
- 10:18-10:57 | Safety culture models
- 10:57-11:00 | Leadership styles
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Leadership styles (continued)
- 12:05-12:43 | Self-assessment
- 12:43-14:00 | Exercise: Culture diagnosis

Day 2 - Setting Direction

- 09:00-09:39 | HSE policy and objectives
- 09:39-10:18 | Risk-based priorities
- 10:18-10:57 | Resources
- 10:57-11:00 | Communicating expectations
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Communicating expectations (continued)
- 12:05-12:43 | Balancing production and safety
- 12:43-14:00 | Workshop: HSE objectives

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Day 3 - Visible Leadership

- 09:00-09:39 | Site visits and walks
- 09:39-10:18 | Safety conversations
- 10:18-10:57 | Recognition
- 10:57-11:00 | Role modelling
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Role modelling (continued)
- 12:05-12:43 | Handling bad news
- 12:43-14:00 | Role play: Leadership walk

Day 4 - Engagement and Learning

- 09:00-09:39 | Workforce involvement
- 09:39-10:18 | Contractor engagement
- 10:18-10:57 | Incident learning
- 10:57-11:00 | Just culture
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Just culture (continued)
- 12:05-12:43 | Indicators
- 12:43-14:00 | Case study: Culture transformation

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Day 5 - Driving Improvement

- 09:00-09:45 | Performance reviews
- 09:45-10:30 | Audits
- 10:30-11:00 | Continuous improvement
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Continuous improvement (continued)
- 11:45-12:30 | Wellbeing
- 12:30-13:15 | Personal commitment
- 13:15-14:00 | Capstone: HSE leadership plan

Seminar dates

Available seminar dates

Live dates and pricing for HSE Leadership for Managers generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	Amsterdam	Classroom	€2,830
7 - 11 December 2026	London	Classroom	€2,315
11 - 15 January 2027	Frankfurt	Classroom	€1,875
8 - 12 February 2027	Munich	Classroom	€3,225
8 - 12 March 2027	Barcelona	Classroom	€2,815
12 - 16 April 2027	Rome	Classroom	€3,460
10 - 14 May 2027	Munich	Classroom	€3,225
14 - 18 June 2027	Amsterdam	Classroom	€2,830
12 - 16 July 2027	London	Classroom	€2,315
9 - 13 August 2027	Frankfurt	Classroom	€1,875

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11 - 15 October 2027	Barcelona	Classroom	€2,815
8 - 12 November 2027	Rome	Classroom	€3,460
13 - 17 December 2027	Munich	Classroom	€3,225
16 - 20 November 2026	Online / Live	Online / Live	€1,815
7 - 11 December 2026	Online / Live	Online / Live	€1,815
11 - 15 January 2027	Online / Live	Online / Live	€1,815
8 - 12 February 2027	Online / Live	Online / Live	€1,815
8 - 12 March 2027	Online / Live	Online / Live	€1,815
12 - 16 April 2027	Online / Live	Online / Live	€1,815

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10 - 14 May 2027	Online / Live	Online / Live	€1,815
14 - 18 June 2027	Online / Live	Online / Live	€1,815
12 - 16 July 2027	Online / Live	Online / Live	€1,815
9 - 13 August 2027	Online / Live	Online / Live	€1,815
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