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LEADERSHIP AND MANAGEMENT | COURSE

The Effective Shift Team Leader

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Course content

Why Attend

Course Introduction

This The Effective Shift Team Leader training course is specifically designed to enhance the skills and knowledge of Shift Team Leaders in the Exploration & Production, Oil, Gas, and Petrochemical industries. Shift Team Leaders play a crucial role as the key interface between line management and the workforce.

Through a highly interactive and engaging format, participants will learn about the critical aspects of their role, including effective management and leadership, problem-solving techniques, coaching for improved performance, resource allocation, and team development. This course is essential for any Shift Team Leader aiming to excel in their role and drive team success in the industry.

This training course will feature:

- The importance of the Shift Team Leader role for organizational success
- Your own self-awareness to manage yourself and others
- The analysing of risks and problems and providing effective decisions
- How to manage people through excellent interpersonal skills, coaching and communication techniques
- Methods to develop increased performance management
- Developing people and increasing your team performance

Course Methodology

This training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This will include highly interactive training covering the latest theories and 'best practices', targeted case studies, personal assessments, relevant topic related videos, and high impact exercises. This will provide a strong fundamental basis upon which to build future success, as well as immediate application back in the workplace.

Who should Attend?

This training course is suitable for a wide range of professionals working in the E&P oil, gas, and petrochemical industries but will greatly benefit site/refinery/process/platform based:

Course content

Course Methodology

• Team Leaders

• Shift Team Leaders

• Supervisors

• Newly promoted, or identified future Team Leaders, Shift Leaders or Supervisors

Course Objectives

By the end of this training course, participants will have learnt and experienced practical applications of:

• Understanding your self-awareness, as well as your role in the organisation and management style in order to effectively apply self-management

• Defining effective problem solving, risk identification and analysis within your working environment

• Applying powerful interpersonal techniques to improve communication and manage others effectively

• Applying development, coaching and feedback techniques to increase optimum people performance management

• Improve team cohesion and impact on production through your management and actions

Course outline

Day One: The Important Role of the Shift Team Leader

• Shift Team Leader: defining the role in critical operations

• Managing or Leading as a Team Leader

• Critical Power Bases: how to utilise these effectively

• Key characteristics of successful Shift Team Leaders

• Inspiring change and innovation for continuous improvement

• Achieving Shift Team Leader Excellence

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Course outline

Day Two: Solving Work Problems and Allocation of Resources

- Defining operational problems in the industry
- Technical problem-solving models and techniques
- Practical and effective decision-making processes
- Effective planning and time management of tasks
- Allocating resources effectively and efficiently
- Ensuring job enrichment and motivation with your team
- How to delegate tasks to achieve optimum commitment

Day Three: Mastering Key Interpersonal skills and Hand Over Briefing

- Developing key interpersonal skills in the industry
- Overcoming communication barriers in the workplace
- Powerful communication and interpersonal techniques
- How to influence the outcome of your team's performance
- Conducting effective hand-over briefs for safe operation
- Managing conflict assertively with your team

Day Four: Leading and Managing your Team for Operational Success

- Factors for enhanced Team development
- Group dynamics in the oil, gas and petrochemical industry
- Team Role profile
- Operational problem solving & decision making
- Increasing team performance: ensuring a safe environment

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Course outline

Day Five: Developing your Team for Increased Operational Performance

- Development options and planning
- Ways of Developing team members
- Workplace coaching: practical techniques
- Giving powerful feedback to increase performance
- Next Steps

Seminar dates

Available seminar dates

Live dates and pricing for The Effective Shift Team Leader generated from the course details page.

Date	Location	Format	Fee
20 - 24 July 2026	Barcelona - Spain	Classroom	**€3,850.-**
3 - 7 August 2026	Paris - France	Classroom	**€4,500.-**
7 - 11 September 2026	Frankfurt - Germany	Classroom	**€3,250.-**
12 - 16 October 2026	Barcelona - Spain	Classroom	**€3,850.-**
9 - 13 November 2026	Frankfurt - Germany	Classroom	**€3,250.-**
14 - 18 December 2026	Rome - Italy	Classroom	**€4,250.-**

Live online option	Online delivery is available at €1,850.-.