Leading HSE Culture Transformation and Regulatory Compliance Training Course



23 - 27 Nov 2026

Cape town

4600 € (Per Person)

Ref: #HSE2013_276683

Course Introduction / Overview:

This intensive training course is designed for executive leaders who are pivotal in shaping organizational safety and compliance. In today's complex regulatory environment, leadership is the single most critical factor in transforming an organization's Health, Safety, and Environment (HSE) culture from a reactive, compliance-focused function into a proactive, value-driven pillar of operational excellence. This program moves beyond traditional safety management to explore the nuanced dynamics of executive influence, psychological safety, and behavioral change. Drawing on foundational concepts from experts like Dr. James Reason, whose work on organizational accidents and human error, notably in his book "Managing the Risks of Organizational Accidents," highlights the importance of systemic defenses, this course equips leaders with the strategic mindset to build resilient safety systems. At BIG BEN Training Center, we provide a comprehensive framework for leaders to not only understand their legal and ethical obligations but to champion a culture where every employee is an engaged participant in safety. Participants will learn to drive sustainable HSE transformation, ensuring their organizations are not just compliant, but are recognized as leaders in corporate responsibility and employee well-being.

Target Audience / This training course is suitable for:

- Chief Executive Officers (CEOs) and Board Members.
- Vice Presidents and Directors of Operations.
- Health, Safety, and Environment (HSE) Directors and Managers.
- Senior Operations and Plant Managers.
- Corporate Legal and Compliance Officers.
- Project Directors and Senior Project Managers.
- Human Resources Executives.
- Leaders aspiring to senior management roles with HSE responsibilities.

Target Sectors and Industries:

- Oil and Gas.
- Construction and Engineering.
- Manufacturing and Industrial Production.
- Energy and Utilities.
- Aviation and Transportation.
- Healthcare and Pharmaceuticals.
- Mining and Natural Resources.
- Governmental bodies and public sector agencies.

Target Organizations Departments:

- Executive Management.
- Health, Safety, and Environment (HSE).
- Operations and Production.
- Legal and Regulatory Compliance.
- Human Resources.
- Project Management.
- Quality Assurance and Control.
- Corporate Governance and Risk Management.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a compelling strategic vision for HSE excellence within their organization.
- Champion a proactive and positive safety culture that permeates all organizational levels.
- Master the principles of executive due diligence and corporate HSE responsibility.
- Lead effective change management initiatives for HSE culture transformation.
- Analyze and interpret both leading and lagging safety performance indicators.
- Foster an environment of psychological safety to encourage open reporting and learning.
- Implement effective behavioral-based safety (BBS) programs and initiatives.
- Lead serious incident investigations with a focus on systemic and organizational factors.
- Integrate HSE considerations seamlessly into core business strategy and decision-making.
- Communicate effectively on HSE matters to stakeholders, boards, and employees.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, engaging, and highly practical, ensuring that executive leaders can translate theoretical knowledge into tangible action. We employ an experiential learning model that moves beyond passive lectures. The course is built around a series of interactive workshops, facilitated group discussions, and in-depth analysis of real-world case studies from various industries. Participants will engage in strategic simulation exercises that challenge their decision-making skills in complex HSE scenarios. A significant portion of the program is dedicated to peer-to-peer learning, allowing senior leaders to share experiences, challenges, and best practices in a confidential and collaborative environment. Our expert facilitators guide participants through the development of a personal leadership action plan, providing a clear roadmap for implementing cultural change upon their return to the workplace. The methodology emphasizes critical thinking, strategic planning, and the leadership behaviors essential for driving a world-class HSE culture, ensuring a lasting impact on both the individual leader and their organization.

Course Agenda (Course Units):

Unit One: The Foundations of Executive HSE Leadership

- The strategic and financial case for HSE excellence.
- Distinguishing between safety management and safety leadership.
- The leader's role in establishing psychological safety.
- Understanding legal frameworks and executive due diligence.
- Models of safety culture maturity and assessment.
- The ethical dimensions of leadership in high-risk environments.
- Personal accountability and visible felt leadership principles.

Unit Two: Architecting a Proactive Safety Culture

- Principles of behavioral-based safety (BBS) for executives.
- Moving from lagging indicators to predictive leading indicators.
- Effective safety communication strategies for senior leaders.
- Engaging the workforce and empowering safety champions.
- Building a just culture that encourages reporting and learning.
- Recognizing and rewarding positive HSE behaviors.
- Overcoming cultural resistance to change.

Unit Three: Mastering HSE Governance and Compliance

- Navigating complex national and international HSE regulations.
- The role of leadership in HSE Management Systems (e.g., ISO 45001).
- Establishing effective HSE governance and reporting structures.
- Managing contractor and supply chain safety performance.
- Conducting effective leadership safety tours and inspections.
- Understanding and managing critical operational risks.
- Reporting to the board and external stakeholders on HSE performance.

Unit Four: Advanced Risk Management and Incident Leadership

- Principles of advanced risk assessment and mitigation for leaders.
- Proactive hazard identification and control strategies.
- Leading during a crisis and emergency response management.
- The leader's role in a serious incident investigation.
- Understanding human and organizational factors in incidents.
- Root Cause Analysis (RCA) from a systemic perspective.
- Lessons learned and ensuring organizational memory.

Unit Five: Driving Sustainable HSE Transformation

- Applying change management models to HSE initiatives.
- Developing a long-term strategic plan for HSE improvement.
- Measuring the impact and ROI of safety culture programs.
- Sustaining momentum and preventing cultural drift.
- Mentoring and developing future safety leaders.
- Integrating HSE into corporate sustainability and ESG goals.
- Creating a personal leadership action plan for HSE transformation.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

Beyond compliance and metrics, how can an executive leader authentically embed a deep-seated value for human life and well-being into the very DNA of a corporate culture?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing squarely on the strategic and transformational role of the executive, rather than the technical or managerial aspects of HSE. While many programs teach the "what" of safety compliance, this course delves into the "how" of leadership influence and cultural architecture. It uniquely integrates principles of organizational psychology and change management with the practical realities of high-risk industries. A core differentiator is the profound emphasis on psychological safety as the bedrock of a thriving HSE culture, a concept often overlooked in traditional safety training. The curriculum is designed not to create safety managers, but to empower senior executives to become genuine safety leaders who can inspire and motivate their entire organization. Instead of merely presenting tools, the course fosters a strategic mindset, enabling participants to diagnose their own organizational culture and design bespoke interventions. The focus on real-world case studies, peer-to-peer executive-level discussion, and the development of a personal action plan ensures that learning is immediately applicable and sustainable long after the course concludes.