



# **HSE Compliance Leadership for Officers Training Course**

1 – 5 February 2027  
Addis Ababa

## HSE Compliance Leadership for Officers Training Course

**Ref:** 1359\_224522 **Date:** 1 – 5 February 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

### Overview

HSE Compliance Leadership for Officers Training Course is a one-week intermediate course for compliance, safety, environmental, supervisory, and assurance personnel who leave with an HSE Leadership Action Plan. Participants apply HSE leadership, influence without authority, safety communication, worker engagement, field coaching, ethical decision-making, stakeholder alignment, inspection follow-up, and corrective action leadership. The course converts findings into owned actions through practical conversations and team routines. Agile Leaders Training Center presents HSE compliance leadership through workplace leadership tools.

### Who Should Attend

- Functions responsible for HSE compliance monitoring and assurance
- Teams responsible for inspections, observations, and corrective-action follow-up
- Personnel responsible for environmental and occupational safety coordination
- Supervisory functions responsible for influencing operational work practices
- Assurance personnel responsible for evidence, reporting, and stakeholder communication

The course assumes participants conduct HSE oversight or influence operational teams and leaves out technical legal interpretation, specialist hazard analysis, and executive governance.

### Departments and Industries

The course supports departments and industries that rely on HSE compliance personnel to influence safe and responsible operations.

- Manufacturing, construction, energy, and process operations
- Healthcare, logistics, facilities, and service organizations
- HSE, compliance, risk, quality, and internal assurance functions
- Operations, maintenance, engineering, and project teams
- Contractor management, workforce development, and site leadership groups

### Learning Objectives

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



- Apply an HSE leadership role and influence map
- Use safety communication and field-engagement techniques
- Build coaching and difficult-conversation plans
- Analyze ethical tensions and stakeholder resistance
- Prioritize inspection findings and corrective-action ownership
- Build an HSE Leadership Action Plan

## **Course Agenda**

### **Day 1: HSE Leadership Role and Influence**

- HSE Officer Leadership Role Canvas
- Influence Without Authority Stakeholder Map
- Leadership Credibility and Ethical Judgment Checklist
- Operational Priorities Alignment Matrix
- Personal Leadership Impact Assessment

### **Day 2: Communication and Worker Engagement**

- Safety Message Framing Guide
- Field Engagement Conversation Planner
- Active Listening and Inquiry Question Bank
- Worker Participation Barrier Assessment
- Safety Meeting Facilitation Agenda

### **Day 3: Coaching and Difficult Conversations**

- Observation-to-Coaching Conversation Model
- Behavioral Feedback Preparation Sheet
- Difficult Conversation Structure and Boundary Guide
- Resistance Diagnosis and Response Matrix
- Psychological Safety and Reporting Check

### **Day 4: Compliance Actions and Alignment**

- Inspection Finding Prioritization Grid
- Corrective Action Ownership RACI
- Action Closure Evidence Checklist
- Cross-Functional Escalation Decision Tree
- HSE Performance Dialogue Scorecard



## Day 5: HSE Leadership Practice

- Exercise: Map Influence Across an Operational Team
- Exercise: Facilitate a Field Safety Conversation
- Exercise: Coach Resistance and Give Feedback
- Exercise: Secure Corrective Action Ownership
- Capstone Exercise: HSE Leadership Action Plan

## Practical Exercises

The course uses suggested activities from manufacturing, construction, healthcare, logistics, and facilities settings.

- Suggested activity: map stakeholders, authority limits, interests, and influence routes for an HSE issue.
- Suggested activity: facilitate a field conversation that invites worker input and produces a clear next action.
- Suggested activity: prepare and conduct a coaching conversation about repeated resistance or incomplete follow-up.
- Suggested activity: build an HSE Leadership Action Plan with behaviors, routines, stakeholders, actions, and measures.

## FAQs

### What is HSE compliance leadership?

HSE compliance leadership is the use of credibility, communication, influence, coaching, ethical judgment, and action ownership to help operational teams convert HSE requirements and findings into daily practice.

### Who suits HSE compliance leadership training, and what does it assume?

HSE compliance leadership training suits personnel who monitor compliance or influence operational work and assumes experience with inspections, observations, reporting, or corrective actions.

### How does HSE compliance leadership training differ from general leadership training?

HSE compliance leadership training focuses on influencing safe work, field engagement, reporting, findings, and corrective actions, while general leadership training addresses broader people-management responsibilities.



## **How can HSE officers influence without direct authority?**

HSE officers influence without direct authority by building credibility, framing operational consequences, asking effective questions, involving workers, aligning stakeholders, documenting decisions, and following actions to closure.

## **How should HSE leaders handle resistance to corrective actions?**

HSE leaders should diagnose the cause of resistance, clarify the risk and expected outcome, invite operational input, agree ownership and evidence, set escalation boundaries, and monitor completion.

## **Conclusion**

The course connects influence, safety communication, worker engagement, coaching, ethical judgment, stakeholder alignment, and corrective-action leadership. Participants take back an HSE Leadership Action Plan that defines behaviors, routines, relationships, actions, and measures. The plan changes how compliance officers engage operational teams, handle resistance, secure ownership, and close HSE findings.