High Reliability Leadership Mastery Program

12-Month Leadership Transformation for High-Risk Industries

Program Overview

A 12-month **leadership transformation program** designed for professionals in high-risk, high-consequence industries (oil/gas, chemical, manufacturing, maritime, mining, aerospace, etc.). It is based on the U.S. Nuclear Navy's **proven leadership principles**, blending onsite and online live training sessions, shoulder-to-shoulder practical application and coaching, and **KPI-driven tracking** to ensure **measurable leadership improvements**.

Key Features

- **Framework:** Based on the **U.S. Nuclear Navy's High Reliability Organization principles**.
- **Duration:** 12 months of structured training with **three onsite sessions and live virtual modules**.
- **Focus:** Safety, accountability, operational excellence, and leadership habits.
- **Measurable Outcomes:** Track KPIs for safety, reliability, and leadership effectiveness.
- **Personalized Support:** 1:10 instructor-to-learner ratio for mentorship.

Phase	Timeframe	Key Activities
Stakeholder Meetings & Foundational Coursework	**2 Days** Onsite	Learning outcome development with key stakeholders, Teach Modules 1-4
Live Virtual Training	**Months 2-6**	Live virtual training: Modules 5-7, Case Studies, Assesments & Coaching
Applied Mastery Checkpoint	**2 Days** Onsite	Review KPI progress, apply leadership skills in real-world scenarios, receive structured feedback, and engage in 1:1 coaching to strengthen execution.
Live Virtual Training	**Months 7-11**	Live virtual training: Modules 8-10, Case Studies, Assesments & Coaching
Applied Mastery Final	**2 Days** Onsite	Review KPI progress, apply leadership skills in real-world scenarios, receive structured feedback, and engage in 1:1 coaching to strengthen execution. Final learning outcome assessment with key stakeholders.

HIGH RELIABILITY LEADERSHIP MASTERY PROGRAM

Pragmatic | Transformational | Leadership

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What Makes It Different?
- Built on the U.S. Nuclear Navy's **High Reliability Organization framework**—recognized globally for its unmatched safety and operational discipline.
- Unlike most leadership programs that are short and forgettable, this one **reinforces skills over an entire year**.
- Focuses on **measurable results**—tracking improvements in safety, decision-making, and reliability.

How It Works
- **Onsite Training (3 times per year)** – Hands-on coaching, practicals and capstones at your facility.
- **Remote Training (Throughout the Year)** – Live sessions to reinforce lessons and measure KPIs.
- **Leadership KPIs** – Your company tracks real improvements in leadership effectiveness.

Who Is It For?
- Companies where **safety and performance failures are costly**.
- **Frontline leaders, operations executives and managers** who need proven leadership development.
- Teams that want **long-term leadership growth**, not just a one-time workshop.

Why It's Worth It
- **Reduces operational mistakes** that could cost millions.
- Improves safety culture, **lowering risk and liability**.
- Builds a **stronger leadership pipeline** to scale business success.

> **Real-World Application Capstone**
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> To ensure that theoretical learning translates into tangible operational improvements, participants will also engage in an applied capstone project throughout the course:
>
> • **Project Identification:** Each team (limited to no more than two students to ensure active engagement) will identify a real-world problem at their facility or site. These problems may be proposed by senior leadership or selected by the participants themselves, aligning directly with the organization's operational challenges and ROI objectives.
>
> • **Ongoing Application:** Throughout the 12-month program, teams will work continuously on their identified challenge, integrating the high-reliability leadership principles and tools learned during training.
>
> • **Capstone Presentation:** In the final month, during the HRG site visit, teams will present their project outcomes—including analyses, solutions, and measurable impact—to senior site leadership.
>
> This real-world deliverable not only reinforces course concepts but also generates immediate, actionable results that enhance overall performance and safety.

** This is not a one-time class—it's a full leadership transformation program designed for companies where failure is not an option.

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Applied Capstone Project

Designed to drive immediate organizational value while reinforcing high-reliability leadership principles.

How It Works

Project Identification

- Each team (limited to two participants for maximum engagement) will identify a real-world challenge at their facility.

- Challenges can be proposed by senior leadership or selected by the participants, aligning directly with the organization's operational priorities and return-on-investment (ROI) objectives.

Ongoing Application

- Throughout the 12-month program, teams will systematically apply high-reliability leadership tools to analyze, address, and resolve their selected challenges.

- Teams will integrate concepts such as structured decision-making, risk mitigation, procedural compliance, and accountability into their problem-solving approach.

Capstone Presentation

- In the final month, during the HRG site visit, teams will present their findings, proposed solutions, and measurable impact to senior leadership.

- Presentations will include a structured analysis, solution implementation framework, and key performance improvements achieved.

Delivering High-Reliability Leadership in Action

The Applied Capstone Project transforms leadership development from theory into practice. By embedding real-world application into the learning journey, this initiative ensures leaders not only develop critical skills but also drive measurable improvements in their organizations.
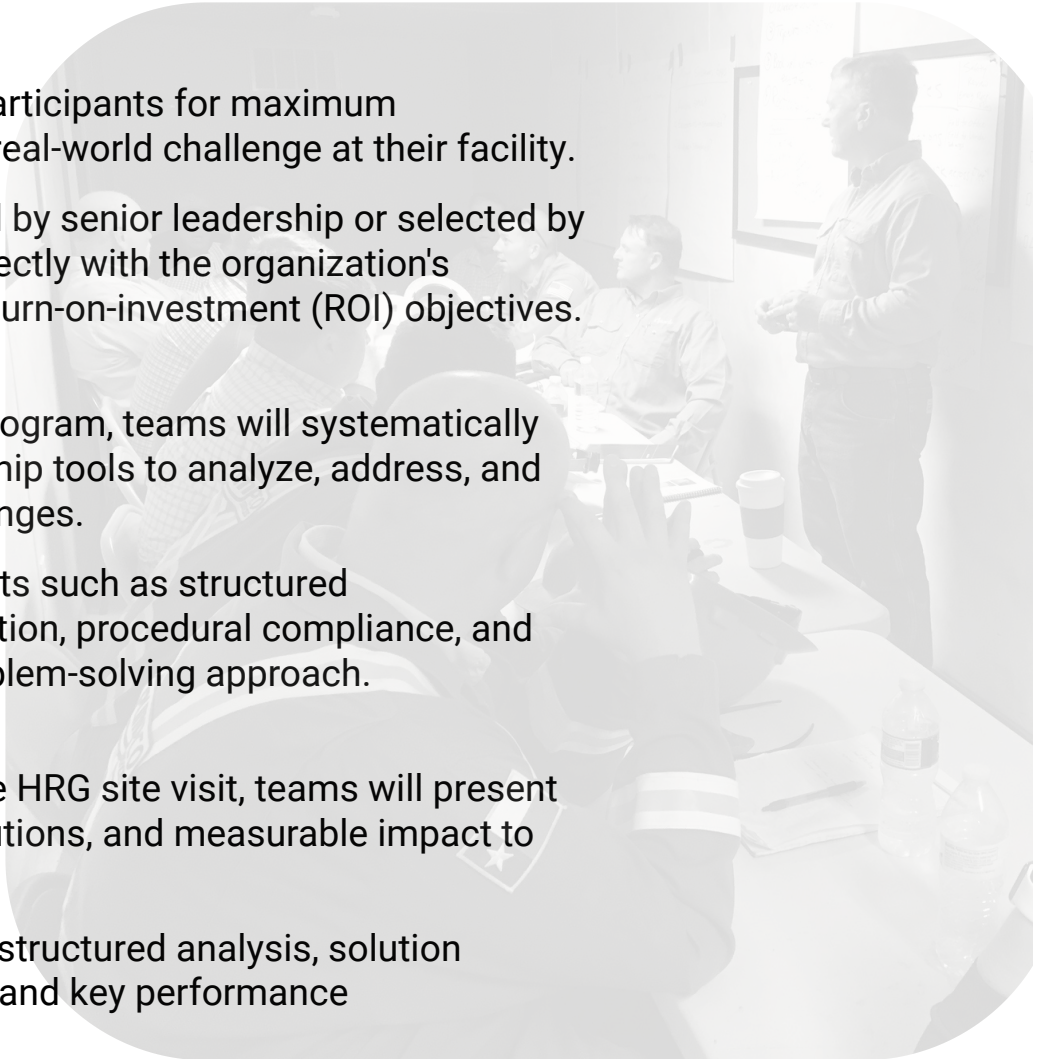
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Course	Value	Outcomes
Start with 2-Days Onsite Instruction and Outcome Development / KPI Measurement with all Stakeholders		
Leadership I (CREATE)	**Leadership I (CREATE)** introduces the essential principles of high-reliability leadership—Communication, Resiliency, Expertise, Accountability, Trust, and Excellence. Rooted in HRG's nuclear navy experience, this module equips leaders with tools to drive clarity, collaboration, and continuous improvement, enhancing decision-making and team alignment.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure)
Continuous Improvement	**Continuous Improvement** teaches leaders how to foster a culture of excellence and ongoing progress by leveraging operational management systems, measuring productivity, and driving innovation. This module equips leaders with the tools to identify inefficiencies, inspire teams, and sustain high performance in any environment.	• Reduced % human-related increased production (according to related metrics)
Becoming a Learning Organization	**Becoming a Learning Organization** teaches leaders to embed continuous learning, knowledge sharing, and adaptability into their teams. By leveraging mental models, lessons learned, and feedback loops, organizations drive continuous improvement, resilience, and operational excellence.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure)
Effective Communications	**Effective Communications** teaches leaders to enhance clarity, trust, and safety by mastering structured communication methods. Through real-world exercises, participants develop the skills to prevent misunderstandings, de-escalate tensions, and improve organizational transparency in high-reliability environments.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure)
Questioning Attitude	The **Questioning Attitude** module teaches leaders to challenge assumptions, identify risks, and improve decision-making. By fostering a culture of vigilance and continuous improvement, organizations enhance safety, problem-solving, and operational resilience in high-reliability environments.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure) • Increased organizational critical thinking and problem-solving capacity.
Mid-Term 2-Days Onsite Instruction, Practicals and Coaching		
Procedural Compliance	**Procedural Compliance** equips leaders with the skills to enforce consistency, reduce errors, and enhance safety. By mastering procedure creation, execution, and documentation, participants will drive operational reliability while fostering a culture of accountability and continuous improvement.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure)
Team Backup	**Team Backup** strengthens trust, communication, and collaboration to ensure teams operate safely and effectively under pressure. Leaders will learn strategies to reduce errors, improve situational awareness, and foster a culture where team members actively support one another to drive operational excellence.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure)
Leadership II (Situational Leadership)	**Leadership II (Situational Leadership)** equips leaders with the skills to adapt their leadership style based on team needs, operational priorities, and external pressures. By applying Situational Leadership principles and exploring additional leadership models, participants will build trust, improve decision-making, and enhance team effectiveness in high-reliability environments.	• Improved % reported safety hazards • Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increase productivity (depending on metrics used to measure) • Increased organizational critical thinking and problem-solving capacity.
Accountability	**Accountability** teaches leaders how to instill ownership, set clear expectations, and drive continuous improvement. By leveraging Feedback Loops and the Look Last First Principle, participants will enhance performance, strengthen trust, and ensure disciplined execution in high-reliability environments.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure)
S-Quad Analysis: Analyzing the Impact of Context on Leader Decision Making	**S-Quad Analysis** teaches leaders how to assess Cognitive Diversity, operational sub-environments, organizational structures, and external influences to make sound, high-impact decisions. Through structured analysis and real-world scenarios, participants will develop the skills to navigate complexity and improve decision-making in high-reliability environments.	• Reduced % human-related safety incidents • Reduced asset downtime/increased uptime/increased productivity (depending on metrics used to measure)
Final-Term 2-Days Onsite Instruction, Practicals and Coaching		

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