

High Reliability Leadership Mastery Program

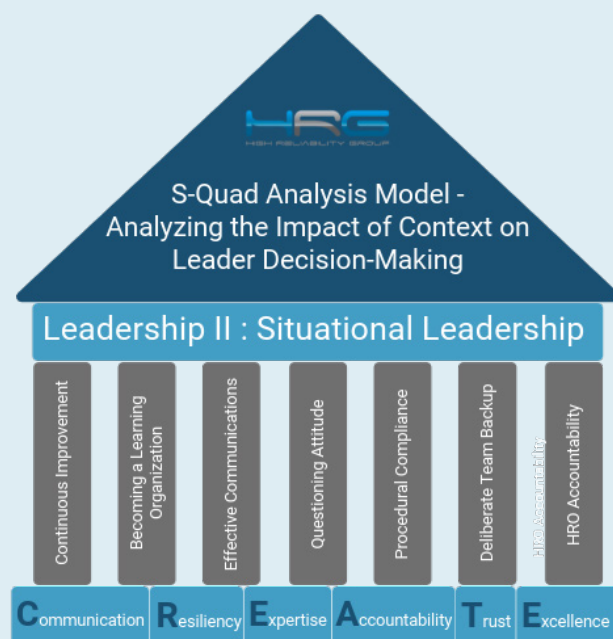
Custom built leadership development that turns operational risk into measurable performance gains

What It Is

HRG partners with your team to build or reinforce the **CREATE** foundation—Communication, Resiliency, Expertise, Accountability, Trust & Excellence—aligning it with your operational goals and challenges.

Together, we select the most relevant HRO Culture modules—whether it's strengthening procedural compliance, sharpening a questioning attitude, or championing continuous improvement—and integrate them into a **Situational Leadership** capstone, where participants apply the **S-Quad Context-Analysis Model** to real world challenges.

This co-created pathway ensures measurable progress, using clear leading and lagging indicators to demonstrate quantifiable risk reduction while embedding a sustainable high reliability culture into your organization.



Why It Matters

- **Board level confidence.** Aligns leadership behavior with the controls your board expects to see in place.
- **Faster, safer decisions.** Leaders learn to read context and act decisively without eroding safety margins.
- **Culture you can count on.** Moves from compliance driven to commitment driven performance—essential in high hazard environments.
- **Metrics that resonate.** Tracks leading & lagging indicators to demonstrate ROI in incident reduction, near miss frequency, and customized metrics for your organization.

How We Tailor It

- **Discovery & Benchmarking** – Jointly identify your critical risk scenarios and leadership pain points.
- **Module Selection** – Choose the tracks that matter most to your context.
- **Integrated Capstone** – Teams tackle a live challenge, applying new tools under HRG coach mentors.
- **Impact Dashboard** – Co-develop KPIs and reporting cadence for executive visibility.



High Reliability Leadership
Mastery Program

HRG
HIGH RELIABILITY GROUP

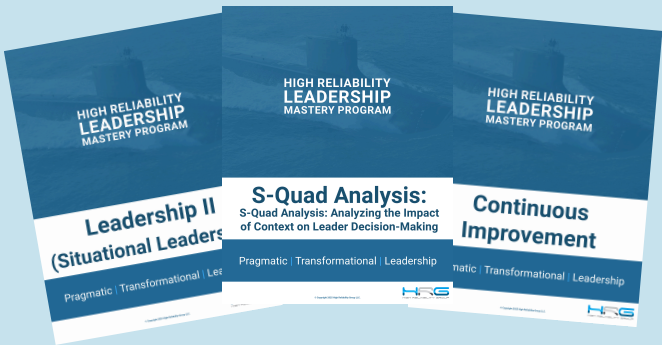
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Program Cadence at a Glance

- **Kick Off (Month 0):** Leadership alignment & baseline assessments
- **On Site Intensives (Months 1, 6, 12):** 2 day immersive CREATE workshops
- **Virtual Deep Dives (Monthly):** 90 minute modules & coaching huddles
- **Capstone Delivery (Month 12):** Situational Leadership presentations & KPI review



Core HRO Culture Modules

- Continuous Improvement
- Becoming a Learning Organization
- Effective Communications
- Questioning Attitude
- Procedural Compliance
- Deliberate Team Backup
- HRO Accountability

Tangible Outcome

Verified reduction in high potential events
Leaders fluent in CREATE behaviors
Playbook for sustaining gains
Internal faculty capability

Board Ready Proof

Incident & near miss trend graphs
180/360 behavioral assessments
Action plans & ownership matrix
Train-the-trainer is welcome

Who Will Benefit

Companies in high risk industries (oil & gas, chemical, manufacturing, maritime, mining, aerospace, etc.) and the leaders who drive their performance, including:

HSE & Process Safety Teams	Front-Line Leaders	Operations Managers
Leaders Preparing for Executive Roles	Operations Executives	Chief Operating Officers (COOs)
Vice Presidents of Operations	Audit & Compliance Teams	Safety Supervisors
HR & L&D Teams (responsible for leadership and organizational learning development)		

If you’re entrusted with reducing operational risk, strengthening process safety, and proving value to executive stakeholders—this program gives you the evidence based roadmap.

