

MINING LEADERSHIP DEVELOPMENT PROGRAM

3 modules de 3 jours en présentiel ou en distanciel

Key differentiation

- **100% mining-focused (not a general program)**
- **Real-life cases from African mines**
- **Trainers are former mining managers**
- **Strong integration of HSE, performance, and ESG**
- **Immediate transfer to the workplace**

Customer promise

- **More confident, effective, and responsible managers as soon as they return to the workplace**
- **Program available for inter- or intra-company use**
- **Pricing based on the options chosen by the client**

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MODULE 1 – MANAGERIAL POSTURE & OPERATIONAL LEADERSHIP

From technical expert to people manager

PURPOSE OF THE MODULE

Enable participants to adopt the posture of a credible, responsible, and influential manager capable of supervising field teams in a demanding mining environment.

DAY 1 - UNDERSTANDING YOUR ROLE AS A MINING MANAGER

Objectives

- Clarify expectations of a middle manager
- Be aware of your impact on safety, performance, and the social climate

DAY 2 - COMMUNICATION & FIELD TEAM MANAGEMENT

Objectives

- Enhancing the impact of daily communication
- Adapting management styles to multicultural teams
- Active listening and assertiveness techniques

DAY 3 - INDIVIDUAL PERFORMANCE MANAGEMENT

Objectives

- Provide structure without demotivating
- Transform individual performance into collective performance

MODULE 2 – OPERATIONAL PERFORMANCE, SAFETY & DECISION-MAKING

Managing production in a high-risk environment

PURPOSE OF THE MODULE

Give managers the keys to driving operational performance, integrating safety and risk into their decisions, and working effectively across departments.

DAY 4 – MINING PERFORMANCE MANAGEMENT

Objectives

- Understand and use key indicators
- Develop a comprehensive view of operations

DAY 5 – SAFETY, RISK MANAGEMENT, AND RESPONSIBILITY

Objectives

- Enhancing the impact of daily communication
- Adapting management styles to multicultural teams
- Active listening and assertiveness techniques

DAY 6 – DECISION-MAKING & PROBLEM-SOLVING

Objectives

- Provide structure without demotivating
- Transform individual performance into collective performance

MODULE 3 – SUSTAINABLE LEADERSHIP, ESG & CAREER DEVELOPMENT

Preparing for future responsibilities

PURPOSE OF THE MODULE

Help managers understand strategic, social, and ESG issues and prepare them for senior leadership roles.

DAY 7 – ESG & STAKEHOLDER RELATIONS

Objectives

- Understand the ESG requirements applicable to mining
- Identify the role of the middle manager

JOUR 8 – LEADERSHIP ÉTHIQUE & GOUVERNANCE

Objectives

- Develop responsible leadership
- Understand governance and compliance issues

DAY 9 – FUTURE LEADERSHIP & MANAGEMENT PROJECT

Objectives

- Structure your professional development
- Anchor learning in the field

Final deliverable

- Management project applied to the participant's site
- Certificate of program completion