Performance

Leadership Development Program for Site Supervisors

This program equips frontline leaders with the skills, mindset, and behaviours needed to lead high-performing teams and navigate the evolving challenge's of modern underground mining.

Why?

Developing leaders, not just technical experts.

Across the mining industry, technically proficient individuals are frequently promoted into leadership roles without the preparation or support required to manage and lead people effectively. This transition often exposes a capability gap in communication, self-management, and decision-making — areas that directly influence team safety, engagement, and performance.

The SANO Leadership Development Program exists to bridge this gap.

Why Leadership Capability Matters on Site

Effective site leadership is a critical driver of operational performance. When supervisors are equipped to lead well, organisations see:

- Safer work environments through clearer communication and better decision-making
- Higher engagement, accountability and morale across crews
- Improved productivity and consistency in task execution
- Stronger retention of skilled workers
- Healthier, more resilient site cultures

What Makes this Program Different

This program is designed specifically for operational environments and frontline leadership roles. It treats leadership capability as a **core system of organisational performance** — not a "soft skill," but a strategic enabler of safety, productivity and culture.

Built on evidence-based principles, the program provides a structured pathway for emerging and existing leaders to develop the mindset, tools and confidence required to lead in complex, high-pressure site environments.

How?

Practical, site-ready leadership development.

The SANO Leadership Development Program is delivered through an intensive two-day workshop, supported by ongoing engagement to ensure learning translates into action on site.

During the workshop, participants complete seven structured modules that focus on developing confident, self-aware leaders who can effectively manage time, people and conversations. The content is practical, relatable and grounded in real operational challenges faced by site supervisors.

The program moves beyond theory by embedding reflective practice, coaching principles and applied leadership tools that can be immediately implemented with crews. Ongoing support is provided following the workshop through scheduled follow-up calls and site visits from program facilitators, reinforcing accountability and sustaining behaviour change over time.

Core leadership capability areas include:

- Personal leadership and self-management
- Understanding human dynamics on site
- Strategic use of time and priorities
- Navigating difficult conversations and challenges
- Reflective practice and decision-making
- Coaching skills to develop others
- Sustaining change through ongoing support

Key Outcomes

- **Knowledge:** Understanding of modern leadership styles and their practical application
- **Skills:** Reflective practice and continuous self-improvement
- **Abilities:** Make deliberate and empathetic decisions under pressure

Overall Program Rating

Out of 5 how did this program impact your leadership skills?

Average impact on **confidence** to apply learnings

Average likelihood of **applying key tools and concepts**

Average overall **satisfaction rating**

400+

leaders have completed the program across the resources sector

"I felt the course had great impact and it brought in many tools in my leadership game. I catch myself during the day using the content. I enjoyed the sharing of ideas during the course. I found the course very informative and enjoyed the relaxed style it was presented in. I enjoyed the use of humour throughout the two days"

- Chris, Leading Hand