

5-Day Cement Industry Training Course In

CEMENT INDUSTRY LEADERSHIP AND MANAGEMENT

Abu Dhabi - UAE, 07 – 11 Sep. 2026

COURSE LEVEL: ADVANCED

COURSE OVERVIEW:

Leadership and management in the cement industry is the specialized discipline of guiding a complex, heavy industrial organization through the challenges of operational performance, safety excellence, and market volatility. This course defines the specific competencies required to lead large, multi-disciplinary teams in an environment that demands both technical precision and strategic agility. It establishes a standard for professional excellence in managing the human, financial, and physical capital of a cement plant.

The scope of this training involves the integration of modern management theories with the practical realities of a high stakes manufacturing facility. It covers the leadership of change initiatives, the development of a proactive safety culture, and the management of high performance teams across production, maintenance, and administration. Furthermore, the course addresses the "Managerial Shift" from technical supervision to strategic oversight, focusing on long term business sustainability and stakeholder engagement.

Coverage includes detailed modules on emotional intelligence for industrial leaders, conflict resolution in the workplace, and the execution of strategic plant objectives. Participants will explore the role of "Operational Discipline" in achieving consistency and the importance of mentoring the next generation of cement professionals. Through the study of leadership ethics, communication strategies, and organizational behavior, attendees will gain the expertise required to navigate the complexities of a modern cement business and drive sustainable growth.

COURSE OBJECTIVES:

After completion of this course, the participants will be able to:

- Transition effectively from a technical specialist to a strategic leader.
- Lead a "Proactive Safety Culture" by personal example and accountability.
- Manage "High-Performance Teams" across different technical departments.
- Implement "Change Management" strategies for plant-wide improvements.
- Utilize "Emotional Intelligence" to resolve workplace conflicts and motivate staff.
- Set and cascade "Strategic Objectives" and KPIs for the organization.
- Execute effective "Decision-Making" under pressure and uncertainty.
- Lead "Continuous Improvement" (Lean/Six Sigma) initiatives in the plant.
- Develop "Succession Plans" and mentor junior engineers and staff.

- Communicate effectively with stakeholders: Employees, Unions, and the Board.
- Foster a culture of "Operational Discipline" and accountability.
- Drive "Diversity and Inclusion" to enhance organizational creativity and morale.

TARGET AUDIENCE:

This course is intended for Plant Managers, Department Heads, Section Heads, Senior Engineers, and Human Resource Managers in the cement sector.

TRAINING COURSE METHODOLOGY:

A highly interactive combination of lectures, discussion sessions, and case studies will be employed to maximize the transfer of information, knowledge, and experience. The course will be intensive, practical, and highly interactive. The sessions will start by raising the most relevant questions and motivating everybody to find the right answers. The attendants will also be encouraged to raise more of their questions and to share in developing the right answers using their analysis and experience. There will also be some indoor experiential activities to enhance the learning experience. Course material will be provided in PowerPoint, with necessary animations, learning videos, and general discussions.

The course participants shall be evaluated before, during, and at the end of the course.

COURSE CERTIFICATE:

National Consultant Centre for Training LLC (NCC) will issue an Attendance Certificate to all participants completing a minimum of 80% of the total attendance time requirement.

COURSE OUTLINE / COURSE CONTENT:

MODULE 1: THE EVOLUTION OF INDUSTRIAL LEADERSHIP

- Leadership vs. Management: Key differences and synergies.
- The role of the "Leader" in a modern cement plant.
- Understanding "Leadership Styles": Autocratic, Participative, and Transformational.
- Adapting leadership to different cultural and generational contexts.
- Leadership Ethics and Integrity in the industrial sector.

MODULE 2: STRATEGIC PLANNING AND EXECUTION

- Translating "Corporate Strategy" into "Plant-Level" action plans.
- Using the "Balanced Scorecard" to manage plant performance.
- Strategic "SWOT Analysis" for the cement market.
- Managing the "Strategic Initiatives" portfolio.
- Aligning departmental goals with the overall business vision.

MODULE 3: LEADING A WORLD-CLASS SAFETY CULTURE

- Leadership's role in "Zero Harm" objectives.
- Moving from "Compliance" to "Commitment" in safety.
- Visible Felt Leadership (VFL) and safety site tours.

- Managing "Human Factors" and behavioral-based safety.
- Accountability vs. Blame: Leading the "Just Culture" model.

MODULE 4: EMOTIONAL INTELLIGENCE AND COMMUNICATION

- Self-awareness and self-regulation for industrial managers.
- Mastering "Active Listening" and "Effective Feedback" techniques.
- Public speaking and presentation skills for senior management.
- Managing "Crisis Communication" during plant incidents.
- Building empathy and social skills to enhance team cohesion.

MODULE 5: TEAM BUILDING AND TALENT MANAGEMENT

- Stages of "Team Development": Forming, Storming, Norming, Performing.
- Identifying and developing "High-Potential" (HiPo) employees.
- The role of "Mentoring" and "Coaching" in a technical environment.
- Managing "Diversity" as a competitive advantage.
- Handling "Low Performance" through constructive dialogue.

MODULE 6: CHANGE MANAGEMENT AND INNOVATION

- Understanding the "Psychology of Change" in the workforce.
- Implementing "Kotter's 8-Step Process" for leading change.
- Overcoming "Resistance to Change" in long-standing operations.
- Fostering a "Growth Mindset" and encouraging innovation.
- Case study: Leading the transition to "Alternative Fuels" or "Digitalization."

MODULE 7: CONFLICT RESOLUTION AND NEGOTIATION

- Identifying the "Root Causes" of workplace conflict.
- Techniques for "Interest-Based" negotiation and mediation.
- Managing "Union Relations" and collective bargaining.
- Dealing with "Difficult Personalities" and passive-aggressive behavior.
- Creating a "Win-Win" outcome in inter-departmental disputes.

MODULE 8: OPERATIONAL DISCIPLINE AND ACCOUNTABILITY

- Defining "Operational Discipline" (OD) in a cement plant.
- Creating clear "Roles and Responsibilities" (RACI Matrix).
- The link between "Leadership Standards" and "Plant Results."
- Managing "Performance Appraisals" and merit-based rewards.
- Ensuring compliance with "Standard Operating Procedures" (SOPs).

MODULE 9: FINANCIAL AND COMMERCIAL ACUMEN FOR LEADERS

- Understanding P&L statements and "Budget Management."
- The leader's role in "Cost Reduction" programs.
- Managing "Capital Expenditure" (CAPEX) approval processes.
- Understanding "Customer Needs" and market requirements.
- Impact of "Corporate Social Responsibility" (CSR) on brand value.

MODULE 10: PERSONAL LEADERSHIP DEVELOPMENT

- Developing a "Personal Leadership Philosophy."
- Time management and "Delegation" for busy managers.
- Stress management and "Resilience" in high-pressure environments.
- Creating a "Personal Development Plan" (PDP) for the next career step.
- Course wrap-up and "Leadership Action Plan" presentation.