OPTIMIZE360°

Optimize360° Learning Program

Classroom Training Series

About the Courses

In the ever-evolving business landscape, organization need to build resilience and cultivate a motivated, dynamic workforce equipped with the necessary skills and knowledge. and training courses that are fully customizable to your specific requirements. Our corporate training courses and workshops are designed to address critical business issues, enabling you to drive improved business performance

Our Approach

The courses, ranging from 2 to 5 days in length, provide a structured learning experience based on real, practical examples.

The training can either be delivered as individual modules or a comprehensive curriculum, and may be supplemented with field coaching by our consultants to improve retention.

Target Audience

The target audience is course-specific, which can include senior executives, operations and maintenance managers, technical/ operations/ maintenance engineers, frontline supervisors, safety personnel and shopfloor employees.

Why Choose Us

Deep Industry Experience

Our experts have decades of hands-on experience globally and can address your real operations challenges with practical & effective solutions.

Consulting Expertise

The training can be enhanced by hands-on coaching and mentoring from our team of seasoned experts, who can provide personalized guidance to help participants effectively implement the learned techniques and drive sustainable improvements.

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PSM Training Courses

PSM Overview

Foster a foundational comprehension of the prerequisites for documenting operation's material hazards,and design basisfor processes and equipment. Additionally, participants will learn to recognize PSM critical equipment in alignment with established procedures.

Process Technology

Foster a foundational comprehension of the prerequisites for documenting operation's material hazards, and design basis for processes and equipment. Additionally, participants will learn to recognize PSM critical equipment in alignment with established procedures.

Process Hazard Analysis

Participants will learn how to conduct and interpret various hazard analysis methods, including HAZOP, What-If analysis, and Bow-Tie analysis.

Emergency Response Management

Participants will understand the link between emergency preparedness and PSM, learn how to develop robust emergency response plans, coordinate response efforts, and mitigate the consequences of process safety incidents.

Mechanical Integrity

Covers best practices for maintaining the mechanical integrity of critical process equipment. Participants will learn about inspection, testing, and preventive maintenance strategies to ensure the reliable operation of process facilities.

Pre Startup Safety Review

This course outlines the purpose of a Pre-Startup Safety Review (PSSR) in safely launching new or modified systems, and the process of arranging, planning and implementing PSSRs.

Operating Procedures & Permit Practices

Participants will explore the importance of standard operating procedures (SOPs) in mitigating risks and ensuring operational efficiency, as well as the significance of safe permit work practices in fostering a culture of safety

Incident Investigation

Through interactive sessions, case studies, and practical exercises, participants will learn how to effectively investigate workplace incidents, identify root causes, and implement corrective actions to prevent recurrence.

Contractor Safety Management

Participants will learn how to manage contractor safety performance (including contractor selection, training, and evaluation), ensure compliance with PSM regulations, and mitigate risks associated with contractor activities

Audit (Plan-Do-Check-Act)

Designed to equip participants with the essential skillsand knowledge neededto conduct thorough and effective PSM audits. Participants will learn how to assess compliance with PSM regulations, identify gaps and evaluate the effectiveness of PSM systems. Participant to apply the Plan-Do-Check-Act (PDCA) for continuous improvement PSM system

Management of Change

Through real-life examples and case studies, participants will acquire skill when a Management of Change (MOC) process should be initiated and how to document, approve and authorize permanent and temporary change. The documented changes include technology, equipment and critical personnel changes

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Leadership & Continuous Improvement Training Courses

Leadership Engagement Dialogue (LED)

LED is not a training but a "facilitated Self–Discovery" process that helps participants to understand what are potential barriers that are not helping them grow to their potential both personally & professionally.

- Develop greater self-awareness and ability to learn and grow as a leader (my own motivations, mindsets & behaviors)
- Increase our individual and collective effectiveness in leading change for a successful and sustainable transformation
- Build trust within the team as a foundation for leadership effectiveness and joint accountability.

Change Agent

- Understand the characteristics of a change agent and explore the art of Reflective Practice
- Appreciate the art of organizational storytelling and how it can cultivate cultures, bring people together and provide inspiration towards common goals.
- Explore Facilitation techniques and managing resistance
- Define collaborative coaching – its features, benefits and process – and how it contributes to change management and conversational cultures

Lean Six Sigma

This course provides participant with foundational understanding of Six Sigma's data-driven approach leveraging on lean tools to minimizing defects and variation. This course delves deeper into the DMAIC (Define, Measure, Analyse, Improve, Control) cycle, the roadmap for implementing Lean Six Sigma projects. It will equip participants with a set of practical tools for data analysis and problem-solving within Lean Sigma projects. Participants will be coached on the application of this methodology to apply on selected problems across various projects.

Leading & Managing Change (L&MC)

This L&MC workshop is designed specifically for senior leadership teams.

- Introduce the best practice of Leading & Managing Change to senior leadership.
- Ensure proper planning of the change initiative and encourage the participation of all stakeholders.
- Recognition of the missing elements needed to ensure sustainability.

Introduction to Leader Standard Work

"Leader Standard Work" (LSW) is an extension "Standard Work" – a well-established best practice for continuous improvement. LSW is included as a foundational practice for sustaining transformation journey for the following reasons:

- Surface improvement opportunities to increase the effectiveness and value of the leader's work
- Ensure leaders are setting a personal example for the organization and sending a clear message that everyone must be open to change and willing to work at improving both their personal capabilities and their personal contributions.

Introduction to Continuous Improvement

This course provides an introduction to the fundamental concepts and methodologies of continuous improvement. Continuous improvement is an ongoing effort to improve products, services, or processes through incremental or breakthrough improvements. Completing this training will benefit participants in the following ways:

- Understand how continuous improvement benefits the area and the overall organization
- Take the time to prioritize ideas, so one can focus on improvements that have high value and are easy to implement
- Be able to coach team members to change old, ineffective habits to new, effective ones.

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Leadership & Continuous Improvement Training Courses

Feedback & Coaching

In this course, participants will learn and practice the use of feedback and coaching. Explore ways to improve your team's performance by using constructive feedback and coaching methodology. At the end of the course, participants should be open to give and receive constructive and positive feedback in all environments for growth of the individual, team and organization.

Inspirational Leadership

In this course, participants will learn the essential skills and strategies to become an inspirational leader who motivates, inspires, and engages others. The course focuses on developing a leadership style that fosters trust, collaboration, and high performance. This includes reinforcing vision to the team and holding leadership accountable to vision.

Delegation & Empowerment

Effective delegation is essential for enabling leaders to focus on strategic priorities while developing their team's capabilities. As a leader, one needs to be able to empower team members to take on greater levels of authority and decision-making. This module will equip participants with the skills and mindset required to delegate effectively.

Visual Management & Performance Dialogue

This course focuses on the principles and practices of Visual Management and Performance Dialogue. Visual management uses visual cues and controls to communicate vital information, enhance transparency, reinforce standards, and drive continuous improvement. Performance dialogue refers to a structured method for leaders to engage in discussions with their teams around visual management boards to review performance, identify issues, and take corrective actions.

Creative Problem Solving

Offers a holistic approach to tackling complex challenges via innovative thinking and structured methodologies. The course emphasizes the importance of brainstorming techniques to generate diverse ideas and solutions and the DMAIC concept. Participants learn to systematically approach problems by defining them clearly, measuring relevant data, analyzing root causes, implementing improvements, and establishing controls for sustained success.

Difficult Conversations

Difficult conversations can be ... well, difficult. They are also important to have and learning how to have them constructively is a skill effective manager needs to develop regardless of level in the organization. This course explores the reasons why difficult conversations are necessary, why we tend to avoid them, their importance, and the benefits they carry when they're done properly.

Root Cause Analysis (RCA)

RCA is a powerful problem-solving methodology to identify the underlying causes of problems. The course covers the key steps of the RCA process - problem definition, data collection, causal factor identification, root cause determination, and corrective action development.

Power-Up Workforce Training

Participants will learn topics such as recognizing their role and importance within the overall operation; developing effective communication and problem-solving skills; and fostering a sense of ownership and accountability. This course aims to create a more empowered, informed, and collaborative frontline workforce that is essential for driving operational excellence.

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M&R Training Courses

Maintenance Business Process Overview

Gain a clear understanding of how various maintenance activities are interconnected and how decisions at the strategic level impact daily execution tasks, including contractor management. Recognize how data is collected, analyzed, and utilized across different processes. Identify the key roles involved in each maintenance process and the essential competencies required for effective performance.

Optimizing Preventive Maintenance

This course aims to equip participants with the knowledge and skills to develop and implement effective preventive maintenance (PM) programs. By focusing on equipment criticality, failure modes, and risk assessment, the course helps optimize PM strategies to maximize equipment reliability, minimize downtime, and reduce maintenance costs.

Routine Work Management Process

Participants will be able to design and implement a structured process for identifying, planning, scheduling, executing, and improving routine maintenance tasks. Identify essential tools and technologies for managing routine maintenance work, such as CMMS and data analytics tools. Employ data-driven decision-making to improve future maintenance planning and scheduling.

Asset Utilization and Uptime Work Process

This course aims to equip participants with the knowledge and tools to significantly increase overall equipment effectiveness (OEE). The program focuses on strategies to minimize production losses, identify and address root causes of downtime, monitor improvement effectiveness and ultimately enhance equipment reliability and production output.

Root Cause Analysis

Equip participants with a structured problem-solving methodology to identify the underlying reasons behind equipment failures, process breakdowns, or any recurring issue. Utilize various RCA tools and techniques like the 5 Whys, Fishbone Diagram, and Cause-and-Effect Matrix to analyse problems systematically.

Failure Mode Effect Analysis

Failure Mode and Effect Analysis (FMEA) proactively identify potential failures in system, process, or product. By systematically analyzing these failures, FMEA helps assess their severity, likelihood of occurrence, and the potential consequences. Participants will apply the FMEA methodology to identify potential failures and prioritize risks. Participants can develop a comprehensive Preventive Maintenance (PM) program, tailor PM tasks and schedules to address potential issues before they occur, improving equipment reliability and reducing downtime.

Equipment Reliability Improvement

This course delves into the fundamentals of reliability engineering, equipping participants with the knowledge and tools to improve the reliability of equipment, systems, and processes within their organizations. It goes beyond basic maintenance practices, focusing on proactive strategies to prevent failures and minimize downtime.

Turnaround Work Process

This course equips participants with a thorough understanding of the turnaround work process, a critical element in maintaining equipment reliability and optimizing plant operations. It covers all phases, from initial planning to post-turnaround review, fostering a successful turnaround execution.

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M&R Training Courses

Planning and Scheduling

Many companies are witnessing a major change in maintenance philosophy. To stay competitive, it is moving from equipment repair service to a business process for increasing equipment reliability and ensuring plant capacity. The maintenance planning and scheduling functions are critical component to make maintenance program run profitably to ensure safe and reliable equipment operations. Participant will learn and apply Planning and scheduling principles. From basic planning to advance scheduling, roles and responsibilities of planner and scheduler. Equipped with right mindset and tools, maintenance organization better increase productivity and efficiency.

Reliability Centered Maintenance (RCM)

Over the past 30 years, maintenance function has evolved as plant designs become more complex and businesses adopt more advanced maintenance techniques to drive less breakdown and lower costs. The course provides learners with the knowledge and application skills on RCM methodology and tools. Topics include:

- Maintenance vs Reliability Centered Maintenance
- RCM work process and decision diagram
- Preventive and predictive tasks
- Types of failures function and tools application
- Failure mode and effect analysis FMEA.