COURSE OVERVIEW TM0814
Team Leadership in Refinery

Course Title
Team Leadership in Refinery

Course Reference
TM0814

Course Duration/Credits
Five days/3.0 CEUs/30 PDHs

Course Date/Venue

Session(s)	Date	Venue
1	July 07-11, 2025	Boardroom, NH Hotel Plaza de Armas, Seville, Spain
2	September 15-19, 2025	Hampstead Meeting Room, London Marriott Hotel Regents Park, London, UK
3	December 08-12, 2025	Blue Sea Meeting Room, 4th floor, Blue Sea Hotel, Alimos Marina, Athens, Greece

Course Description

This practical and highly-interactive course includes real-life case studies and exercises where participants will be engaged in a series of interactive small groups and class workshops.

This course is designed to provide participants with a detailed and up-to-date overview of team leadership in refinery. It covers the team leadership in refinery; the refinery products and refinery feedstocks; the crude distillation, coking, thermal processes, catalytic cracking and catalytic hydrocracking; the hydroprocessing, resid processing, hydrotreating, catalytic reforming and isomerization; the alkylation and polymerization; and the product blending, refinery supporting processes and lubricating oil blending stocks.

During this interactive course, participants will learn the petrochemical feedstocks and additives production from refinery feedstocks; the HSE in production operations, construction and maintenance works; the risks inherent to simultaneous operations (SIMOPS); the HSE management, responsibilities and risk analysis; the safety engineering concepts, organizing teams, time management, productivity and creating an environment of self motivation; the productivity, profitability and performance management; and the performance appraisal, production capacity planning, benchmarking, continuous business improvement, problem solving and strategic thinking.

Course Objectives

Upon the successful completion of this course, each participant will be able to:-

- Apply and gain a comprehensive knowledge on team leadership in refinery
- Discuss team leadership in refinery as well as recognize refinery products and refinery feedstocks
- Illustrate crude distillation, coking, thermal processes, catalytic cracking and catalytic hydrocracking
- Employ hydroprocessing, resid processing, hydrotreating, catalytic reforming and isomerization
- Carryout alkylation polymerization, product blending, refinery supporting processes and lubricating oil blending stocks
- Recognize petrochemical feedstocks and additives production from refinery feedstocks
- Employ HSE in production operations, construction and maintenance works
- Identify the risks inherent to simultaneous operations (SIMOPS)
- Apply HSE management, responsibilities and risk analysis
- Discuss safety engineering concepts, organize teams and employ time management, productivity and creating an environment of self motivation
- Carryout productivity, profitability,productivity improvement for external and internal factors and technique and performance management
- Identify the management culture required to ensure effective and efficient performance management
- Employ performance appraisal production capacity planning, benchmarking, continuous business improvement, problem solving and strategic thinking

Exclusive Smart Training Kit - H-STK®

*Participants of this course will receive the exclusive "Haward Smart Training Kit" (**H-STK®**). The **H-STK®** consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.*

Who Should Attend

This course provides an overview of all significant aspects and considerations of refinery, oil and gas for plant managers, field managers, team leaders, engineers, superintendent, supervisors and officers.

Course Certificate(s)

Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours.

Certificate Accreditations

Haward's certificates are accredited by the following international accreditation organizations: -

- British Accreditation Council (BAC)

  Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

- The International Accreditors for Continuing Education and Training (IACET-USA)

  Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

  Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units** (CEUs) in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

  Haward Technology Middle East will award **3.0 CEUs** (Continuing Education Units) or **30 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.

Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:

Mr. Dimitry Rovas, CEng, MSc, PMI-PMP, SMRP-CMRP is a **Senior Management Consultant** with extensive industrial experience in **Oil**, **Gas**, **Power** and **Utilities** industries. His expertise includes **Leadership** & **Change** Management, **Talent** Management, **Presentation** Skills, **Negotiation** Skills, **Interpersonal** Skills, **Communication** Skills, **Collaboration** Skills, Developing **Effective Partnership**, **Developing & Managing Budget**, **Technical Design & Development**, **Analytical & Troubleshooting** Techniques, **Interpersonal** Skills, **Leadership & Mentoring**, **Time** Management, **Performance** Management, **Strategic Planning & Analysis and Communication & Reporting** Skills, **Project** Management, **Construction** Management, **Project Management Planning & Control Techniques**, **Project Risk** Management, **Quality** Management, **Project Acceleration** Techniques, **Scope Control** Management, **Contract** Management, **Asset** Management, **Procurement & Purchasing** Management, **Warehousing**, **Quality Management System** (**QMS**) and **Business** Management. Further, he is also well-versed in **Energy Conservation**, **Electricity Distribution Systems**, **Energy Saving**, **Combined Cycle Power Plant**, **Gas & Steam Turbines**, **Heat Transfer**, **Machine Design**, **Fluid Mechanics**, **Heating & Cooling** Systems, **Heat Insulation** Systems and **Heat Exchanger & Cooling Towers**. He was the **Project Manager** wherein he was managing, directing and controlling all activities and functions associated with the domestic heating/cooling facilities projects.

During his life career, Mr. Rovas has gained his practical and field experience through his various significant positions and dedication as the **EPC Project Manager**, **Field Engineer**, **Preventive Maintenance Engineer**, **Researcher**, **Instructor/Trainer**, **Telecom Consultant** and **Consultant** from various companies such as the Podaras Engineering Studies, Metka and Diadikasia, S.A., **Hellenic Petroleum Oil Refinery** and COSMOTE.

Mr. Rovas is a **Chartered Engineer** of the **Technical Chamber** of **Greece**. Further, he has **Master's** degree in **Mechanical Engineering** and **Energy Production & Management** from the **National Technical University of Athens**. Moreover, he is a **Certified Instructor/Trainer**, a **Certified Maintenance and Reliability Professional** (**CMRP**) from the Society of Maintenance & Reliability Professionals (**SMRP**), a **Certified Project Management Professional** (**PMP**), a **Certified Internal Verifier/Assessor/Trainer** by the **Institute of Leadership & Management** (**ILM**) and a **Certified Six Sigma Black Belt**. He is an active member of Project Management Institute (**PMI**), Technical Chamber of Greece and Body of Certified Energy Auditors and has further delivered numerous trainings, seminars, courses, workshops and conferences internationally.

Training Methodology

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

30% Lectures
20% Practical Workshops & Work Presentations
30% Hands-on Practical Exercises & Case Studies
20% Simulators (Hardware & Software) & Videos

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Course Fee

US$ 8,800 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the course for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1

0730 – 0800	*Registration & Coffee*
0800 – 0815	*Welcome & Introduction*
0815 – 0830	***PRE-TEST***
0830 – 0900	***Team Leadership in Refinery***
0900 – 0930	***Refinery Products***
0930 – 0945	*Break*
0945 – 1030	***Refinery Feedstocks***
1030 – 1100	***Crude Distillation***
1100 – 1200	***Coking & Thermal Processes***
1200 – 1215	*Break*
1215 – 1330	***Catalytic Cracking***
1330 – 1420	***Catalytic Hydrocracking***
1420 – 1430	***Recap***
1430	*Lunch & End of Day One*

Day 2

0730 – 0830	***Hydroprocessing & Resid Processing***
0830 – 0930	***Hydrotreating***
0930 – 0945	*Break*
0945 – 1030	***Catalytic Reforming & Isomerization***
1030 – 1100	***Alkylation & Polymerization***
1100 – 1200	***Product Blending***

1200 – 1215	*Break*
1215 – 1330	***Refinery Supporting Processes***
1330 – 1420	***Lubricating Oil Blending Stocks***
1420 – 1430	***Recap***
1430	*Lunch & End of Day Two*

Day 3

0730 – 0830	***Petrochemical Feedstocks***
0830 – 0930	***Additives Production from Refinery Feedstocks***
0930 – 0945	*Break*
0945 – 1030	***HSE in Production Operations***
1030 – 1100	***HSE in Construction & Maintenance Works***
1100 – 1200	***Risks Inherent to Simultaneous Operations (SIMOPS)***
1200 – 1215	*Break*
1215 – 1330	***HSE Management & Responsibilities***
1330 – 1420	***Risk Analysis***
1420 – 1430	***Recap***
1430	*Lunch & End of Day Three*

Day 4

0730 – 0830	***Safety Engineering Concepts***
0830 – 0930	***Organizing Teams***
0930 – 0945	*Break*
0945 – 1030	***Time Management***
1030 – 1100	***Productivity & Creating an Environment of Self Motivation***
1100 – 1200	***Productivity & Profitability***
1200 – 1215	*Break*
1215 – 1330	***Productivity Improvement – External & Internal Factors & Techniques***
1330 – 1420	***Performance Management***
1420 – 1430	***Recap***
1430	*Lunch & End of Day Four*

Day 5

0730 – 0830	***The Management Culture Required to Ensure Effective & Efficient Performance Management***
0830 – 0930	***Performance Appraisal***
0930 – 0945	*Break*
0945 – 1045	***Production Capacity Planning***
1045 - 1130	***Benchmarking***
1130 – 1200	***Continuous Business Improvement***
1200 – 1215	*Break*
1215 – 1300	***Problem Solving***
1300 - 1345	***Strategic Thinking***
1345 – 1400	***Course Conclusion***
1400 – 1415	***POST-TEST***
1415 – 1430	*Presentation of Course Certificates*
1430	*Lunch & End of Course*

Practical Sessions

This practical and highly-interactive course includes real-life case studies and exercises:-

Course Coordinator

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