THINK US SERVICES

Process Safety, QHSE Consulting & Training

Comprehensive Training Portfolio

Process Safety | Occupational Health & Safety | Fire & Industrial Safety Incident Investigation | Management of Change | ISO Standards | Behavioral Safety

Globally Benchmarked ● Sector-Specific ● Practically Oriented

CCPS | OSHA | ISO | UK HSE | NFPA | IEC Aligned

Edition: 2025 — 2026 | Confidential — For Client Proposals Only

Executive Summary

Think Us Services (TUS) is a premier QHSE consulting and training organization headquartered in Mumbai, India, delivering process safety, occupational health, fire & industrial safety, and behavioral safety solutions to some of India's most demanding industrial organisations. This portfolio presents TUS's complete training offering — 15 structured programs spanning seven critical HSE domains — engineered to build lasting competency, close compliance gaps, and drive culture transformation across chemical, petrochemical, pharmaceutical, manufacturing, and energy sectors.

Every programme in this portfolio is globally benchmarked against international and national codes and standards as well as best practices like IS, NFPA, IEC, API, ISO, ICC, CCPS, OSHA PSM and ISO 45001/14001/9001, while being deeply contextualized for Indian industrial realities.

Our faculty network comprises seasoned practitioners — Certified Safety Professionals (CSP), Certified Fire Protection Specialists (CFPS), NEBOSH-qualified engineers, BBS National Ambassadors, and HAZOP Study Leaders — each bringing 20 to 31+ years of operational and consulting experience.

15+	7	10+
Training Programs	**HSE Domains Covered**	**Target Industry Sectors**

TUS training is built on one core belief: competency without application is compliance theatre. Every programme integrates field-realistic case studies, structured workshops, gamified assessments, and post-training action tools — ensuring participants leave equipped, not just informed. We serve plant managers, EHS heads, supervisors, operators, auditors, and senior leadership across corporate and site levels.

Training Portfolio — Master Overview

The table below presents all 15 programmes across seven domains with programme codes, duration options, target sectors, and standards alignment at a glance.

#	Programme Title	Code	Duration	Sector	Aligned Standard
01	Process Safety Management (PSM) Fundamentals	TUS-PSM-01	1 Day / 3 Day / 5 Day	Chemical, O&G, Pharma	CCPS, OSHA, dss+
02	HAZOP Study & PHA Leadership	TUS-PSM-02	2 Day / 5 Day	Chemical, Petrochem	CCPS, IEC 61882
03	ISO 45001 Lead Implementer	TUS-OHS-01	3 Day / 5 Day	All Sectors	ISO 45001:2018
04	ISO 45001 Internal Auditor	TUS-OHS-02	2 Day	All Sectors	ISO 45001:2018
05	Integrated Management Systems (IMS)	TUS-IMS-01	3 Day / 5 Day	Manufacturing, Pharma	ISO 9001/14001/45001
06	Fire & Industrial Safety Fundamentals	TUS-FIS-01	1 Day / 2 Day	All Industrial	NFPA, IS 2190
07	Fire & Gas Mapping & Detector Placement	TUS-FIS-02	1 Day / 2 Day	O&G, Chemical	IEC 61511, BS EN54
08	Incident Investigation & Root Cause Analysis	TUS-IIR-01	1 Day / 2 Day	All Sectors	CCPS, SCAT, TapRoot
09	Management of Change (MOC)	TUS-MOC-01	1 Day / 2 Day	Chemical, Pharma, O&G	CCPS, PSM OSHA
10	Behavioral Based Safety (BBS) Programme	TUS-BBS-01	1 Day/ 2 Day / 5 Day	All Sectors	BSMS
11	EHS Compliance & Systems Auditing	TUS-AUD-01	2 Day / 3 Day	All Sectors	ISO 19011:2018
12	ISO 14001 Environmental Mgmt Systems	TUS-ENV-01	2 Day / 3 Day	All Sectors	ISO 14001:2015
13	Leadership in Process Safety (LIPS)	TUS-PSM-03	1 Day / 2 Day	Senior Management	CCPS LOPA
14	HIRA & Risk Assessment Workshop	TUS-OHS-03	1 Day/2 Day/ 3 Day	All Sectors	ISO 45001 Cl.6
15	Safety Culture Transformation	TUS-BBS-02	2 Day / 3 Day	All Sectors	INSAG-15, CCPS

Detailed Programme Specifications

DOMAIN 1 — Process Safety Management (PSM)

Process safety failures are catastrophic and irreversible. TUS PSM programmes build the technical rigour and leadership discipline required to prevent major accident hazards before they occur.

01 Process Safety Management (PSM) Fundamentals

Awareness to Implementation | Code: TUS-PSM-01

Programme Overview

This programme provides a rigorous grounding in the 14 elements of OSHA PSM and CCPS Process Safety Management framework. Participants develop the knowledge to understand, implement, and sustain a site-level PSM system — from Process Hazard Analysis and Mechanical Integrity to Emergency Planning and Compliance Audits.

Key Challenges Addressed

- Lack of structured PSM framework at site level leading to regulatory non-compliance
- Poor documentation culture for PHAs, MOC, and near-miss investigations
- Siloed safety practices disconnected from operational decision-making
- Inadequate understanding of consequence severity and risk tolerability

Industry Applicability: Chemical & Petrochemical | Oil & Gas | Pharmaceuticals | Fertilizers | Power & Energy

Learning Objectives

- Understand the 14/20 elements of CCPS/OSHA Process Safety Management
- Apply Process Hazard Analysis (PHA) techniques including HAZOP, What-If, and FMEA
- Develop and maintain compliant Process Safety Information (PSI) documentation
- Integrate MOC, PSSR, and Mechanical Integrity into operational workflows
- Establish site-level Emergency Response Plans (ERP) aligned with PSM requirements
- Perform gap assessments against OSHA 29 CFR 1910.119 or CCPS framework

Target Audience	Training Methodology
• Plant Managers & Site Heads • EHS Heads & Process Safety Engineers • Operations & Maintenance Supervisors • Process Engineers & Instrument Engineers • Safety Officers & Coordinators	• Interactive classroom sessions with CCPS-referenced content • Real-world major accident case studies (Bhopal, Texas City, Piper Alpha) • PSM gap assessment workshop using live site scenarios • Group exercises: PHA node identification, consequence evaluation • PSM documentation review and development exercises • Knowledge quizzes and daily reflection exercises

Duration Options	Deliverables	Standards Alignment
• 2-Hour: PSM Awareness Orientation	• Participant Handbook (120+ pages)	• CCPS / AIChE • OSHA 29 CFR 1910.119 • UK COMAH Regulations

- 1-Day: PSM Overview for Supervisors
- 3-Day: PSM Fundamentals Workshop
- 5-Day: PSM Implementation Certification

- PSM Element Implementation Checklist
- PHA / HAZOP Node Worksheet Templates
- PSM Gap Assessment Tool (Excel-based)
- Case Study Compendium — 5 major incidents

- ISO 45001:2018
- IEC 61511

Certification & Assessment

Written assessment (min. 70% pass). Participants who complete the 3-day or 5-day programme and pass assessment receive the TUS Certificate in Process Safety Management Fundamentals. Aligned with CCPS Body of Knowledge and OSHA 29 CFR 1910.119.

02 HAZOP Study & Process Hazard Analysis Leadership

Node Methodology | Deviation Analysis | Facilitation | Code: TUS-PSM-02

Programme Overview

HAZOP Study is the industry's most rigorous tool for identifying process hazards and operability issues before they manifest as incidents. This programme trains participants to lead and participate in effective HAZOP studies — from node definition and deviation analysis through to risk ranking and recommendation tracking — aligned with IEC 61882 and CCPS methodology.

Key Challenges Addressed

- HAZOP studies conducted as compliance exercises rather than genuine risk identification tools
- Inadequate facilitation skills leading to incomplete deviation analysis
- Poor linkage between HAZOP findings and action close-out tracking
- Lack of Cause-Consequence-Safeguard discipline during node analysis

Industry Applicability: Chemical & Petrochemical | Oil & Gas | Pharmaceuticals | Fertilizers | LNG / Refining

Learning Objectives

- Apply IEC 61882 compliant HAZOP methodology from node identification to sign-off
- Define process nodes, parameters, guidewords, and develop deviation sets
- Conduct cause-consequence-safeguard analysis and assign risk rankings
- Develop well-structured HAZOP recommendations and action registers
- Facilitate a HAZOP study team effectively including scribe discipline
- Distinguish HAZOP from HAZID, What-If, and FMEA and select appropriate PHA tool

Target Audience	Training Methodology
• Process Safety Engineers (Facilitator track) • Process & Chemical Engineers • Instrument & Control Engineers • Operations Team Leaders & Senior Operators • EHS Heads overseeing PHA programmes	• Full-day facilitated HAZOP simulation on a live P&ID (chemical/pharma context) • Guideword deviation exercises with group node walkthroughs • Cause-Consequence-Safeguard structured analysis workshops • HAZOP documentation — Recording discipline and action register management

	• Video case study: anatomy of a HAZOP failure vs. effective study • Role play: Facilitator vs. Scribe vs. Process Owner dynamics

Duration Options	Deliverables	Standards Alignment
• 2-Day: HAZOP Participation Workshop • 5-Day: HAZOP Facilitation & Leadership Certification	• Participant Workbook with P&ID exercise sets • HAZOP Node Worksheet Templates (Excel & paper-based) • Guideword Deviation Matrix Cards • Action Register Tracking Template • 5 Case Studies: major incidents traced to HAZOP shortfalls	• IEC 61882:2016 • CCPS • EN 31010 • OSHA PSM 1910.119

Certification & Assessment

Assessment includes a scored HAZOP exercise on a provided P&ID. Minimum 70% required. Completers of the 5-day programme receive the TUS Certificate in HAZOP Study Facilitation, aligned with IEC 61882 and CCPS Guidelines on Hazard Evaluation Procedures.

13 Leadership in Process Safety (LIPS)

For Senior Management & Board-Level Awareness | Code: TUS-PSM-03

Programme Overview

Major accidents occur not just from technical failures but from failures of leadership — resource allocation, risk visibility, and culture. This executive-focused programme engages senior leaders with the business case for Process Safety, the role of leadership in creating process safety culture, and the leading indicators and KPIs that signal deteriorating safety conditions before they become disasters.

Key Challenges Addressed

- Senior leadership treating process safety as a technical compliance matter rather than a strategic business risk
- Absence of process safety leading indicators in management reporting
- Disconnect between boardroom decisions and site-level risk exposure

Industry Applicability: Chemical | Oil & Gas | Pharmaceuticals | Energy | Heavy Manufacturing

Learning Objectives

- Understand the business, legal, and reputational case for Process Safety leadership
- Apply CCPS Process Safety Leading Indicators framework to site operations
- Define senior leadership's role in PSM resource allocation and cultural oversight
- Interpret process safety lagging and leading KPI dashboards
- Engage effectively with process safety professionals at site level

Target Audience	Training Methodology
• Managing Directors & Plant Heads • VPs of Operations / Manufacturing • Corporate EHS Heads • Board Members with HSE oversight responsibility	• Executive briefing format — interactive, not lecture-driven • Industry case studies at boardroom decision level (Texas City lessons for leadership) • KPI dashboard review and interpretation exercise • Tabletop process safety culture assessment • Facilitated leadership commitment session

Duration Options	Deliverables	Standards Alignment
• 2-Hour: Board-Level Process Safety Awareness • 1-Day: Leadership in Process Safety Workshop	• Executive Summary Handbook • CCPS Process Safety Leading Indicators Reference Card • Process Safety KPI Dashboard Template • Leadership Commitment Charter Template	• CCPS Process Safety Leading Indicators • UK HSE Leadership in Health & Safety

Certification & Assessment

Certificate of Participation (no examination — engagement-based). TUS Certificate in Leadership in Process Safety issued upon completion.

DOMAIN 2 — Occupational Health & Safety (ISO 45001 & OHSAS)

03 ISO 45001:2018 Lead Implementer

Design, Deploy & Sustain an OH&S Management System | Code: TUS-OHS-01

Programme Overview

ISO 45001:2018 is the world's leading occupational health and safety management system standard. This programme equips participants to design, implement, and sustain a compliant OH&S Management System — from leadership commitment and context of the organisation through to performance evaluation and continual improvement. Fully aligned with the High-Level Structure (HLS/Annex SL) for seamless IMS integration.

Key Challenges Addressed

- ISO 45001 systems implemented as documentation projects without operational embedding
- Poor understanding of the risk-based thinking and PDCA cycle requirements
- Weak worker participation and consultation mechanisms
- Inability to link OH&S objectives to strategic business goals

Industry Applicability: All Industrial Sectors | Manufacturing | Construction | Pharmaceuticals | Logistics & Warehousing

Learning Objectives

- Understand the structure, requirements, and intent of ISO 45001:2018 in full
- Conduct organisational context analysis (Clause 4) and stakeholder needs assessment
- Apply hazard identification and OH&S risk assessment processes (Clause 6)
- Develop and maintain compliant OH&S documentation and operational controls
- Establish performance monitoring, internal audit, and management review systems
- Prepare an organisation for third-party ISO 45001 certification audit

Target Audience	Training Methodology
• EHS Managers & OH&S Heads • Safety Officers & Coordinators • Management Representatives • HR Professionals with EHS responsibility • Operations Managers responsible for safety	• Clause-by-clause interactive workshop with business relevance framing • Gap assessment exercise against ISO 45001 using live organisation scenarios • Hazard identification and risk assessment practical workshop • Document development exercises (OH&S policy, objectives, procedures) • Mock certification audit simulation (Day 5 for 5-day programme) • Case studies: organisations before and after ISO 45001 implementation

Duration Options	Deliverables	Standards Alignment
• 1-Day: ISO 45001 Awareness Session • 3-Day: ISO 45001 Implementer Workshop • 5-Day: ISO 45001 Lead Implementer Certification	• Participant Manual — ISO 45001 Clause-by-Clause • OH&S Gap Assessment Checklist • Risk Register Template (ISO 45001 Annex A compliant) • Document Control Matrix	• ISO 45001:2018 • ISO 31000:2018 • ISO 19011:2018 • Annex SL HLS

	• Implementation Project Plan Template • Audit Question Bank	

Certification & Assessment
Written examination (ISO 45001 scenario-based questions) + documented gap assessment exercise. Minimum 70% for TUS Certificate in ISO 45001 Lead Implementation. Aligned with ISO 45001:2018 requirements.

04 ISO 45001:2018 Internal Auditor

Plan, Conduct & Report OH&S Management System Audits | Code: TUS-OHS-02

Programme Overview

Effective internal auditing is the primary mechanism by which organisations identify gaps, drive corrective action, and sustain management system performance between external certification audits. This programme trains participants to plan, conduct, report, and follow up internal audits of an OH&S Management System in full conformance with ISO 19011:2018 audit guidelines and ISO 45001:2018 requirements.

Key Challenges Addressed

- Internal auditors conducting superficial document reviews rather than system effectiveness assessments
- Poorly structured audit reports with vague findings and no root cause linkage
- Inadequate nonconformance management and corrective action tracking post-audit

Industry Applicability: All Industrial Sectors | Manufacturing | Construction | Energy | Logistics

Learning Objectives

- Plan an ISO 45001 internal audit programme aligned with ISO 19011:2018
- Develop evidence-based audit checklists against ISO 45001 clause requirements
- Conduct effective opening meetings, audit interviews, and closing meetings
- Identify, classify, and document conformances, nonconformances, and observations
- Write clear, actionable nonconformance reports (NCRs) and audit reports
- Follow up on corrective actions and verify effectiveness of closure

Target Audience	Training Methodology
• Internal Auditors (all levels) • EHS Officers & Coordinators • Management Representatives • Quality & Compliance Professionals • Operations Supervisors with audit responsibility	• Audit principles and ISO 19011 overview • Audit checklist development workshop (clause-mapped) • Role-play audit interview exercises • NCR writing workshop with live examples of good vs. poor NCRs • Simulated internal audit on a mock organisation (1-day exercise) • Corrective Action verification exercise

Duration Options	Deliverables	Standards Alignment
• 2-Day: ISO 45001 Internal Auditor Certification	• Internal Audit Procedure Template	• ISO 45001:2018 • ISO 19011:2018

	• ISO 45001 Audit Checklist (comprehensive, clause-by-clause) • NCR Report Template • Audit Report Template • CAPA Tracking Template	• ISO 9001:2015 Cl.9.2 (audit principles)

Certification & Assessment
NCR writing assessment + audit exercise evaluation. Minimum 70% for TUS Certificate in ISO 45001 Internal Auditing, aligned with ISO 19011:2018.

14 Hazard Identification & Risk Assessment (HIRA) Workshop

ISO 45001 Clause 6 | Practical Risk Assessment Competency | Code: TUS-OHS-03

Programme Overview

Clause 6 of ISO 45001:2018 requires organisations to establish, implement, and maintain a proactive process for hazard identification and OH&S risk assessment. This practical one-day workshop builds hands-on HIRA competency — from hazard identification techniques to risk scoring, control hierarchy application, and residual risk documentation — using sector-specific live scenarios.

Key Challenges Addressed

- Generic risk assessments that do not reflect actual site hazards and operational realities
- Poor application of the hierarchy of controls in risk treatment decisions
- Inadequate worker involvement in hazard identification processes

Industry Applicability: Manufacturing | Construction | Pharmaceuticals | Chemical | Logistics

Learning Objectives

- Apply structured hazard identification techniques (walkthrough, JSA, SWIFT)
- Use a risk matrix to assess likelihood and consequence and assign risk ratings
- Apply the hierarchy of controls (Elimination → PPE) to develop risk treatments
- Document a compliant HIRA register aligned with ISO 45001 Clause 6
- Engage workers effectively in the HIRA process

Target Audience	Training Methodology
• Safety Officers & EHS Coordinators • Supervisors & Team Leaders • Operations Staff with safety responsibilities • ISO 45001 Implementation Teams	• Hazard identification techniques overview and walkthrough simulation • Risk matrix scoring workshop using site-specific scenarios • Control hierarchy selection exercise • HIRA register development (live exercise — participants complete a real section) • Group review and critique of sample risk assessments

Duration Options	Deliverables	Standards Alignment
• 2-Hour: HIRA Awareness • 1-Day/2Day or 3 Day: HIRA Practical Workshop	• HIRA Register Template (Excel) • Risk Matrix (colour-coded, 5x5) • Hierarchy of Controls Reference Card • JSA Template • Workplace Hazard Identification Checklist	• ISO 45001:2018 Clause 6 • ISO 31000:2018 • OSHA General Industry Standards

Certification & Assessment

Short practical assessment — completion of a HIRA register section. TUS Certificate of Competency in HIRA issued on satisfactory completion.

DOMAIN 3 — Fire & Industrial Safety

06 Fire & Industrial Safety Fundamentals

Prevention | Protection | Emergency Response | Code: TUS-FIS-01

Programme Overview

Fire remains one of the most frequent and devastating loss-causing events in Indian industry. This programme builds fundamental competency in fire science, fire prevention, fire protection system types, industrial hazard recognition, permit-to-work systems, and emergency response — aligned with NFPA standards, Indian statutory requirements, and ISO 45001 operational controls.

Key Challenges Addressed

- Inadequate understanding of fire triangle, ignition sources, and fuel classification
- Incorrect fire extinguisher selection and operation across fire classes
- Weak permit-to-work and hot work controls leading to ignition incidents
- Insufficient emergency response preparedness at supervisor and worker level

Industry Applicability: All Industrial Sectors | Chemical | Warehousing & Logistics | Construction | Power Plants

Learning Objectives

- Understand fire science, fire triangle, and fire tetrahedron principles
- Classify fires (Class A–K) and select appropriate suppression agents
- Identify ignition source control and housekeeping practices for fire prevention
- Describe active and passive fire protection system types (sprinklers, deluge, FM-200)
- Apply permit-to-work and hot work permit procedures
- Develop and practice site-level fire emergency response and evacuation plans

Target Audience	Training Methodology
• All Industrial Employees (Awareness level) • Supervisors & Foremen • Safety Officers • Fire Wardens & Emergency Response Team members • Contractors working on industrial sites	• Interactive classroom with fire science animations and videos • Live fire extinguisher demonstration and hands-on practice (where feasible) • Industrial fire incident video case studies (real events) • Evacuation drill planning exercise • Hot work permit and PTW fill-in workshop • Fire risk identification walkthrough exercise using facility photographs

Duration Options	Deliverables	Standards Alignment
• 2-Hour: Fire Safety Awareness (all employees) • 1-Day: Fire & Industrial Safety Fundamentals • 2-Day: Advanced Fire Safety & Emergency Response	• Participant Handbook • Fire Risk Assessment Checklist • Hot Work Permit Template • Emergency Evacuation Plan Template • Extinguisher Selection Reference Card	• NFPA 1, NFPA 10, NFPA 13 • IS 2190:2010 • Factory Act 1948 (fire safety provisions) • ISO 45001:2018 Cl.8.1

Certification & Assessment

Multiple-choice knowledge assessment (min. 70%). TUS Certificate in Fire & Industrial Safety Fundamentals. Aligned with NFPA 1, IS 2190, and Factory Act requirements.

07 Fire & Gas Mapping and Detector Placement

F&G Philosophy | Detector Technologies | IEC 61511 Alignment | Code: TUS-FIS-02

Programme Overview

Fire & Gas detection systems are a critical layer of protection in high-hazard facilities. Poorly mapped detector networks leave dangerous blind spots. This specialised programme — unique to TUS's portfolio — trains engineers, safety leads, and system integrators in the principles of F&G mapping, detector technology selection, placement philosophy, and performance-based adequacy assessment. Aligned with IEC 61511, BS EN 54, and NFPA 72.

Key Challenges Addressed

- Detector placement driven by vendor habit rather than gas dispersion and flame geometry modelling
- Inadequate understanding of sensor technologies — catalytic bead, IR point, open-path, UV/IR flame
- No systematic method for assessing coverage adequacy or detector degradation
- Disconnect between F&G system design and HAZOP-identified release scenarios

Industry Applicability: Oil & Gas (Upstream/Downstream) | Chemical & Petrochemical | LNG & Refining | Pharmaceuticals (solvent handling areas) | Power Generation

Learning Objectives

- Develop an F&G detection philosophy for a high-hazard facility
- Select appropriate detector types based on hazardous fluid properties and release scenarios
- Apply risk-based and geographical detector placement methods
- Assess the adequacy of an existing F&G detector network against identified release scenarios
- Understand F&G cause and effect matrix and integration with ESD systems
- Interpret F&G system P&IDs and logic diagrams

Target Audience	Training Methodology
• Process Safety & Instrumentation Engineers • EHS Heads at high-hazard facilities • F&G system designers and integrators • Plant Operations Managers • Maintenance Engineers responsible for detector testing & calibration	• Detector technology comparison — hands-on comparison of detector types • F&G mapping philosophy workshop using real facility layouts • Geographic vs. risk-based placement method exercises • Cause-and-effect matrix development exercise • Case study: major fire incident attributed to F&G system gaps • Site survey simulation — identifying coverage gaps on provided plant drawings

Duration Options	Deliverables	Standards Alignment
• 1-Day: F&G Mapping Fundamentals • 2-Day: F&G Mapping & Detector Placement Workshop	• F&G Detector Selection Matrix • F&G Coverage Adequacy Assessment Template	• IEC 61511:2016 • BS EN 54 • NFPA 72 • IP 15

	• F&G Mapping Workshop Participant Guide • Cause & Effect Matrix Template • Detector Technology Reference Datasheet	• API RP 505

Certification & Assessment
Written assessment + detector placement exercise on a provided facility drawing. TUS Certificate in Fire & Gas Mapping & Detector Placement. Aligned with IEC 61511 and BS EN 54.

DOMAIN 4 — EHS Audit Effectiveness & Compliance Auditing

11 EHS Compliance & Systems Auditing

Plan | Conduct | Report | Drive Corrective Action | Code: TUS-AUD-01

Programme Overview

An ineffective audit produces a document. An effective audit produces improvement. This programme trains participants to move beyond tick-box compliance reviews to evidence-based, value-adding EHS audits — applying ISO 19011:2018 audit principles across management system, compliance, and behavioural audit types. Participants practice audit planning, opening and closing meetings, evidence collection, nonconformance writing, and CAPA follow-up.

Key Challenges Addressed

- Auditors relying exclusively on document review without field verification
- NCR reports with poor specificity — not actionable
- Audit programmes that repeat the same scope without systemic learning
- Weak audit follow-up culture leading to repeated nonconformances

Industry Applicability: All Industrial Sectors | Chemical | Manufacturing | Pharmaceuticals | Energy

Learning Objectives

- Apply ISO 19011:2018 audit principles: integrity, fair presentation, due care, confidentiality
- Plan an annual EHS audit programme with appropriate scope, frequency, and criteria
- Conduct effective field audits — observation, interview, and document review techniques
- Classify audit findings: Conformance, Minor NC, Major NC, Opportunity for Improvement
- Write clear, actionable NCRs with objective evidence
- Manage CAPA and verify effectiveness of corrective actions

Target Audience	Training Methodology
• Internal EHS Auditors • EHS Managers & Compliance Officers • Quality & HSE Management Representatives • Operations Managers with audit responsibility	• ISO 19011 audit principles and audit programme management • Audit checklist development (legal, system, and behavioural audit types) • Opening/closing meeting role-play simulations • Field audit exercise using facility walkthrough photographs and documents • NCR writing workshop — good vs. poor NCR comparison and rewrite exercises • CAPA effectiveness verification exercise

Duration Options	Deliverables	Standards Alignment
• 2-Day: EHS Auditing Skills Workshop • 3-Day: Advanced EHS Audit Leadership (includes audit programme management)	• EHS Audit Programme Template • Compliance Audit Checklist (legal and ISO 45001) • NCR Report Template • CAPA Register Template • Audit Evidence Collection Form	• ISO 19011:2018 • ISO 45001:2018 • ISO 14001:2015 • OSHA General Industry

Certification & Assessment
NCR writing assessment scored against objective criteria. TUS Certificate in EHS Compliance & Systems Auditing, aligned with ISO 19011:2018.

DOMAIN 5 — Incident Investigation & Root Cause Analysis

08 Incident Investigation & Root Cause Analysis

SCAT | TapRoot | 5-Why | Bow-Tie | Contributing Factor Analysis | Code: TUS-IIR-01

Programme Overview

Incidents that are investigated at symptom level recur. This programme trains participants to conduct thorough, multi-causal incident investigations — from scene preservation through to root cause identification and corrective action development — using SCAT (Systematic Cause Analysis Technique), 5-Why, Bow-Tie, and elements of TapRoot methodology. Aligned with CCPS and OSHA incident investigation requirements.

Key Challenges Addressed

- Investigations stopping at immediate cause ('operator error') without systemic analysis
- Inadequate scene preservation and initial evidence collection
- Weak corrective action quality — actions that address symptoms rather than root causes
- Poor communication of incident learnings across sites and the organisation

Industry Applicability: Chemical & Petrochemical | Oil & Gas | Pharmaceuticals | Manufacturing | Construction

Learning Objectives

- Apply a structured incident investigation process from notification to report
- Preserve the incident scene and conduct effective witness interviews
- Use SCAT methodology to identify immediate, underlying, and root causes
- Apply 5-Why and Cause-and-Effect (fishbone) analysis techniques
- Develop SMART corrective actions that address root causes
- Prepare a high-quality incident investigation report
- Identify opportunities for incident learning and organisational sharing

Target Audience	Training Methodology
• EHS Managers & Safety Officers • Shift Supervisors & Team Leaders • Operations & Maintenance Staff • Investigation Team Leads	• Incident reporting and notification chain overview • Scene preservation simulation exercise • SCAT methodology workshop — applied to a real fabricated incident scenario • 5-Why analysis workshop with group critique

• Plant Managers responsible for investigation sign-off	• Witness interview role-play (interviewer/witness pairs) • Investigation report writing workshop • Case study: investigation of a major industrial incident from first notification to report • CAPA quality assessment — participants score and improve sample actions

Duration Options	Deliverables	Standards Alignment
• 2-Hour: Incident Reporting Awareness • 1-Day: Incident Investigation Workshop • 2-Day: Root Cause Analysis & Investigation Leadership Certification	• Incident Investigation Guide (step-by-step) • SCAT Worksheet Template • 5-Why Analysis Template • Investigation Report Template (editable) • CAPA Tracking Register • Case Study Pack — 4 investigated incidents	• CCPS Guidelines for Investigating Chemical Process Incidents • OSHA Incident Investigation • ISO 45001 Cl.10.2 • SCAT (Det Norske Veritas)

Certification & Assessment
Incident investigation exercise — participants investigate a provided scenario and produce an investigation report. Assessed against a scoring rubric. TUS Certificate in Incident Investigation & Root Cause Analysis. Approved SCAT Practitioner alignment.

DOMAIN 6 — Management of Change (MOC)

09 Management of Change (MOC)

Design | Implementation | Hazard Review | PSSR | Close-Out | Code: TUS-MOC-01

Programme Overview

Uncontrolled change is a primary contributor to major industrial accidents. A robust Management of Change system ensures that any modification to processes, equipment, procedures, people, or facilities undergoes systematic hazard review and approval before implementation. This programme trains participants to design, apply, and sustain a site-level MOC system aligned with OSHA PSM and CCPS frameworks.

Key Challenges Addressed

- Change implemented informally without hazard review — 'temporary' changes becoming permanent
- Inadequate distinction between Like-for-Like replacements and true changes
- MOC forms completed after the change has been made
- No Pre-Startup Safety Review (PSSR) process linked to MOC close-out

Industry Applicability: Chemical & Petrochemical | Oil & Gas | Pharmaceuticals | Power Generation | Fertilisers

Learning Objectives

- Define Management of Change and distinguish change from replacement in kind
- Identify the triggers and scope of MOC applicability at site level
- Apply a structured MOC process from initiation through hazard review to close-out
- Conduct a Pre-Startup Safety Review (PSSR) as part of MOC close-out

- Develop and maintain a site MOC register and tracking system
- Recognise common MOC failures and their consequences

Target Audience	Training Methodology
• Process & Chemical Engineers • Operations & Maintenance Supervisors • EHS Officers • Plant Managers • Engineering & Projects Teams	• MOC process overview with real incident case studies showing cost of absent MOC • MOC trigger identification exercise (change vs. like-for-like decision scenarios) • MOC form completion workshop using real site change scenarios • Hazard review simulation — multi-discipline team review of a proposed change • PSSR checklist development exercise • MOC register management workshop

Duration Options	Deliverables	Standards Alignment
• 2-Hour: MOC Awareness Session • 1-Day: MOC Implementation Workshop • 2-Day: MOC Design & Leadership Certification	• MOC Procedure Template • MOC Request Form (editable) • Hazard Review Checklist for MOC • PSSR Checklist Template • MOC Register Template • Case Study: 3 incidents attributed to MOC failures	• OSHA 29 CFR 1910.119(l) • CCPS MOC Guidelines • ISO 45001 Cl.8.1.3 • UK COMAH

Certification & Assessment
MOC scenario assessment — participants process a provided change request through the full MOC workflow. TUS Certificate in Management of Change, aligned with OSHA 29 CFR 1910.119(l) and CCPS.

DOMAIN 7 — ISO Standards Training & Integrated Management Systems

05 Integrated Management Systems (IMS)

ISO 9001 | ISO 14001 | ISO 45001 — Unified Implementation | Code: TUS-IMS-01

Programme Overview

For organisations seeking to implement Quality, Environmental, and Safety management systems simultaneously — or to integrate existing standalone systems — this programme provides a structured pathway through the Annex SL High-Level Structure (HLS) that underpins all three standards. Participants learn to design and manage a fully integrated IMS that eliminates duplication, reduces audit burden, and maximises management system value.

Key Challenges Addressed

- Three parallel management systems creating documentation duplication and audit fatigue
- Inconsistent management review, objectives, and corrective action processes across systems
- Difficulty demonstrating integrated business value from multi-system certifications

Industry Applicability: Manufacturing | Pharmaceuticals | Chemical | Construction | Logistics

Learning Objectives

- Understand the Annex SL High-Level Structure and its application across ISO 9001, 14001, and 45001
- Identify common elements and unique requirements across the three standards
- Design an integrated management system architecture with shared documentation
- Develop an integrated internal audit programme covering all three standards
- Prepare for combined certification audits by accredited certification bodies

Target Audience	Training Methodology
• Management Representatives (IMS) • EHS, Quality & Environmental Managers • Internal Auditors (multi-system) • Operations & Compliance Teams	• Annex SL HLS clause mapping workshop across ISO 9001/14001/45001 • Integrated documentation structure design exercise • Combined aspect/hazard/risk register development • Integrated objectives and KPI framework • Multi-standard internal audit simulation • Certification audit preparation checklist workshop

Duration Options	Deliverables	Standards Alignment
• 3-Day: IMS Awareness & Integration Workshop • 5-Day: IMS Lead Implementer Certification	• IMS Implementation Guide • Annex SL Clause Mapping Matrix (all 3 standards) • Integrated Procedure Template Library • Combined Risk/Aspect Register Template • IMS Audit Programme Template	• ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018 • Annex SL HLS • ISO 19011:2018

Certification & Assessment

Written assessment covering IMS integration concepts + documentation exercise. TUS Certificate in Integrated Management Systems Implementation.

12 ISO 14001:2015 Environmental Management Systems

Context | Aspects & Impacts | Legal Compliance | Performance | Code: TUS-ENV-01

Programme Overview

Environmental risk is increasingly a boardroom and regulatory concern. This programme trains participants to implement and sustain a compliant ISO 14001:2015 Environmental Management System — from environmental aspects and impacts identification through legal register management, operational controls, emergency preparedness, and performance monitoring — positioning the organisation for third-party certification.

Key Challenges Addressed

- Aspects and impacts evaluations that are generic and disconnected from actual operations
- Inadequate legal register maintenance leaving organisations exposed to statutory breaches
- Weak environmental emergency preparedness for spill and release scenarios

Industry Applicability: All Industrial Sectors | Chemical | Manufacturing | Pharmaceuticals | Energy & Utilities

Learning Objectives

- Understand the full requirements of ISO 14001:2015 clause by clause
- Conduct a comprehensive environmental aspects and impacts assessment
- Develop and maintain a legal and other requirements register
- Establish operational controls for significant environmental aspects
- Design environmental monitoring, measurement, and performance evaluation systems
- Prepare for ISO 14001 certification audit

Target Audience	Training Methodology
• Environmental Managers & EHS Officers • Management Representatives • Operations & Engineering Teams • Sustainability & ESG Teams	• ISO 14001 clause walkthrough with business relevance examples • Environmental aspects and impacts identification and evaluation workshop • Legal register development exercise • Operational control procedure development • Environmental audit simulation exercise

Duration Options	Deliverables	Standards Alignment
• 1-Day: ISO 14001 Awareness • 2-Day: ISO 14001 Internal Auditor • 3-Day: ISO 14001 Lead Implementer	• ISO 14001 Participant Manual • Environmental Aspects & Impacts Register Template • Legal & Compliance Register Template • Environmental Performance KPI Dashboard • Audit Checklist (ISO 14001:2015)	• ISO 14001:2015 • ISO 31000:2018 • ISO 19011:2018 • Annex SL

Certification & Assessment

Assessment: written questions + aspects register exercise. TUS Certificate in ISO 14001 Environmental Management Systems.

DOMAIN 7 (CONTINUED) — Behavioural Based Safety

10 Behavioural Based Safety (BBS) Programme Design & Implementation

Observation | Feedback | Culture Transformation | BSMS Aligned | Code: TUS-BBS-01

Programme Overview

80% of incidents involve a behavioural element. Behavioural Based Safety is not about catching workers doing wrong — it is about systematically understanding at-risk behaviour patterns, reinforcing safe behaviours, and creating the culture conditions where safety is intrinsically motivated. TUS's BBS programme — designed by a BSMS-certified National BBS Ambassador — provides organisations with a complete, implementation-ready BBS system from steering committee formation through to sustained culture metrics.

Key Challenges Addressed

- BBS programmes launched as observation exercises without cultural readiness foundation
- Observer training that teaches form completion rather than genuine behaviour observation and feedback skills
- BBS data collected but never analysed or acted upon
- Leadership disengagement leading to programme atrophy within 12 months

Industry Applicability: Chemical & Petrochemical | Oil & Gas | Heavy Manufacturing | Construction | Pharmaceuticals

Learning Objectives

- Understand the theoretical foundation of BBS — ABC Model, reinforcement, antecedents
- Design a BBS programme structure suited to the organisation's maturity and size
- Train BBS observers to conduct effective, non-threatening behaviour observations and feedback conversations
- Analyse BBS observation data and translate insights into targeted interventions
- Engage leadership as active BBS sponsors and participants
- Measure BBS programme effectiveness through leading safety culture indicators

Target Audience	Training Methodology
• EHS Heads & Safety Culture Champions • Operations Supervisors (Observer track) • Senior Leadership (Sponsorship track) • BBS Programme Coordinators • HR & Organisational Development Teams	• BBS foundation: ABC Model, behaviour science, safety culture maturity model • BBS programme design workshop — observers, forms, data systems, steering committee • Observer skills practice — structured observation and feedback role-plays • BBS data analysis exercise — interpreting observation data for intervention design • Leadership engagement session — the leader's role in BBS sustainability • Case studies: BBS programme successes and failures across Indian and Gulf industry

Duration Options	Deliverables	Standards Alignment
• 1-Day: Awareness on BBS • 2-Day: BBS Programme Design & Observer Training • 5-Day: BBS Programme Design, Implementation & Coordinator Certification	• BBS Programme Design Guide • BBS Observation Card Templates (task-specific) • Observer Training Manual • BBS Data Analysis Dashboard Template • Steering Committee Charter Template • Safety Culture Maturity Assessment Tool	• BSMS (USA) BBS Framework • Behavioral Safety Forum India • INSAG-15 Safety Culture • CCPS Process Safety Culture

Certification & Assessment

BBS competency assessment: observation role-play evaluation + programme design review. TUS Certificate in BBS Programme Implementation. BSMS (USA) aligned.

15 Safety Culture Transformation Programme

Leadership | Engagement | Culture Diagnostics | Sustained Change | Code: TUS-BBS-02

Programme Overview

Safety culture is the product of individual and group values, attitudes, perceptions, and behaviours that determine the commitment to, and the style and proficiency of, an organisation's health and safety management. This multi-day programme engages organisations in a structured safety culture transformation journey — from diagnostic assessment through targeted interventions to measurable culture improvement — drawing on INSAG-15, CCPS Process Safety Culture, and validated safety perception survey tools.

Key Challenges Addressed

- Safety culture remaining at 'compliance' level despite years of management system implementation
- Leadership underestimating their role as the primary driver of safety culture
- Absence of objective safety culture measurement — teams working on intuition, not data

Industry Applicability: All Industrial Sectors

Learning Objectives

- Assess current safety culture maturity using a validated diagnostic instrument
- Identify the cultural drivers and inhibitors of safety performance in the organisation
- Engage leadership in understanding and modelling the behaviours of a positive safety culture
- Design targeted culture interventions (leadership walks, recognition systems, communication strategies)
- Establish a safety culture measurement framework with leading indicators

Target Audience	Training Methodology
• Senior Leadership & Plant Heads (Day 1 engagement) • EHS Heads & Safety Culture Champions • Supervisors & Team Leaders • All Employee levels (culture diagnostics)	• Safety Culture Maturity Model presentation and self-assessment • Safety Perception Survey (SPS) facilitation and results debrief • Leadership culture workshop — behaviours, modelling, and accountability

	• Intervention design workshop — culture improvement action planning • Safety communication strategy development exercise

Duration Options	Deliverables	Standards Alignment
• 2-Day: Safety Culture Transformation Workshop • 3-Day: Safety Culture Leadership Programme (includes SPS + debrief)	• Safety Culture Maturity Self-Assessment Tool • Safety Perception Survey (validated instrument) • Culture Intervention Planning Template • Leadership Safety Behaviour Commitment Framework • Culture KPI Dashboard Template	• INSAG-15 (IAEA) • CCPS Process Safety Culture • ISO 45001 Cl.5 (Leadership) • UK HSE HSG65

Certification & Assessment

Participation-based. TUS Certificate in Safety Culture Transformation Programme. Aligned with INSAG-15 and CCPS Process Safety Culture principles.

The TUS Advantage — Value Differentiators

Think Us Services training is not classroom instruction — it is applied competency development. The following differentiators define our competitive position in the QHSE training market.

Value Differentiator	Description
✦ **Industry-Specific Customization**	All programs are contextualized for chemical, pharmaceutical, oil & gas, and heavy manufacturing sectors — with real incident case studies drawn from Indian and global industrial databases.
✦ **Practical Implementation Focus**	Every module includes hands-on workshops, live risk exercises, template application, and post-training action planning — not just theory.
✦ **Behavioral Safety Integration**	Safety leadership and human factors are woven into every technical program, moving beyond compliance to culture transformation.
✦ **Globally Benchmarked**	Curricula aligned with Indian regulatory requirements, IS standards, DISH requirements, NFPA, API, IEC, CCPS (AIChE), OSHA PSM, UK HSE & ISO 45001, 14001, 9001.
✦ **Expert Faculty Network**	Training delivered by seasoned industry practitioners — HAZOP leaders, CSPs, CFPSs, BBS Ambassadors with 20–31+ years of field experience.
✦ **Bilingual Delivery**	Programs available in English and Hindi; regional language support available on request for Indian operations.
✦ **Post-Training Support**	Includes 30-day query support, template library access, and optional follow-up gap assessment — ensuring learning converts to action.
✦ **Dual Certification**	Participants receive Think Us Services certification and course completion documentation aligned with globally recognised frameworks.

Expert Faculty — Practitioners, Not Just Instructors

Every TUS programme is designed and delivered by domain practitioners with deep field experience. Our faculty panel includes:

Name	Credentials	Domain & Experience
Chandrashekhar Chandwadkar	Fire & Gas Mapping Specialist	35+ years of experience-Expert in F&G detector re-mapping, Fire Protection Engineering, HAZOP facilitation
Dr. Mahesh Murthy	Academic & Research Authority	30 years' experience-Process Safety, Risk Analysis, and HSE research — academic faculty and industry-applied research
Rajiv Ramrao Wadnerkar	Senior HSE Consultant	40 years of experience-Field consulting across process industries — EHS audits, management systems, incident investigation
Anand Gurrala	DGFASLI Accredited, NEBOSH IGC, BBS National Ambassador (BSMS USA)	22+ years — BBS Design & Implementation, Safety Culture, ISO IMS (GAIL, IOCL, RasGas, AMNS)
Shriram A. Ozarkar	CFPS, CSP, ISO 45001 Lead Auditor	31+ years — Fire Protection Eng., PSM, HAZOP, Regulatory HSE (Reliance Industries, Petro Rabigh, DGDA Saudi Arabia)

Commercial Model & Engagement Options

TUS offers flexible engagement models designed to suit the budget, scale, and learning objectives of organisations ranging from single-site SMEs to multi-site corporate groups. All programmes are available for in-house delivery anywhere in India.

Engagement Model	Format	Pricing Basis	Minimum Commitment
In-House Corporate Training	On-site at client premises	Per-day / per-programme	Min. 1-day engagement
Annual Training Contract	Retainer — multi-programme	Annual lump-sum / quarterly	Min. 4 programmes/year
Blended / Virtual Delivery	Hybrid or fully online	Per participant / group	Min. 5 participants
Customized Certification Programme	Client-branded certification path	Project-based quote	Min. 3-day engagement

What Is Included in Every Engagement

- Pre-training Needs Assessment (TNA) — at no additional charge for in-house programmes
- Customised case studies drawn from the client's industry sector
- All participant handbooks, templates, and reference materials
- Digital delivery of all post-training resources within 5 working days
- 30-day post-training query support via email
- TUS Certificate of Participation for all participants
- TUS Certificate of Competency / Completion for participants passing formal assessment
- Training Effectiveness Report for HR/EHS records

Customization Options

TUS can customise any programme in this portfolio to client specifications including:

- Client-specific plant scenarios, P&IDs, and incident case studies
- Client-branded participant materials (handbooks, certificates)
- Bilingual (English/Hindi) delivery or regional language facilitation
- Integration of client's existing procedures and templates into training exercises
- Assessment design aligned with client's internal competency frameworks

Ready to Build Safety Competency?

Contact Think Us Services to discuss your training needs, request a proposal, or schedule a complimentary Training Needs Assessment.

Contact Person: Chandrashekhar Chandwadkar- +91 9819766681

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