

## Safety Coach

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Investing in training is expensive, and yet many organisations fail to capitalise on that investment effectively. Training provides underpinning knowledge and initial skills. However, if the knowledge and skills gained are not properly utilized and developed in the workplace, they will – quite simply – fade. A highly cost-effective means of continually developing skills, experience and capabilities is through workplace coaching. Sadly, workplace coaching is lacking in many areas and, therefore, the training investment is rapidly lost.

Coaching is not difficult, but it is different and an effective coach must cease telling, offering advice, giving information, and influencing a choice or decision. Instead, a coach encourages an individual to work through an issue or a problem themselves, and to set realistic goals, thereby raising that individual's understanding, abilities and confidence, embedding training and assisting in the development of key competencies.

This also provides an extremely useful tool in support of company compliance, assessment and assurance.

### PROGRAMME OVERVIEW

The aim of this coaching course is to develop and promote the skills required to provide effective coaching support, such that the delegate can provide performance coaching for their staff, colleagues, team members or even themselves. The programme uses “motivational safety coaching” as the vehicle on which to learn and develop the coaching skills. However, please note that these coaching skills are readily transferable into other issues and needs, both within and outwith the safety field.

### WHO WILL BENEFIT

This training course is recommended for supervisors, managers, advisers, and key personnel who have a role in improving performance and skills. It is highly recommended for safety advisers. Indeed, these techniques will enable advisers to escape the general belief that they are “policemen” intent on catching people out, and instil a genuine belief that advisers are there to help each and everyone of us to promote safety and the safety culture.

### PROGRAMME CONTENT

- Understand the role of the coach, and how the role compares with that of teachers, instructors and mentors.
- Recognise the different characteristics that influence an individual's ability to learn.
- Use questioning techniques that achieve specific purposes; to determine existing knowledge and understanding, and to promote problem identification and the development of solutions
- Prepare and manage a coaching session
- Promote an individual's experience and skill level.

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### STRUCTURE

#### Day 1

- Why is behavioural safety so important and why do people commit unsafe acts
- Why people may be reluctant to actively participate in a safety conversation'
- Questioning techniques and associated practical exercises
- Develop the safety conversation, and practise through role play

#### Day 2

- Move from open question techniques to encompass performance coaching
- Develop and deliver a coaching session
- Identify different personality responses that are likely to be encountered.
- Practise the safety conversations
- Planning, conducting and debriefing a coaching session

#### Day 3

- Practise the safety conversations
- Practise the planning, conduct and debriefing of coaching sessions
- Practical assessment and evaluation

### PROGRAMME DETAILS

The course duration is 3 days, and incorporates extensive practical demonstrations, exercises and activities

Further support is available through hands-on, one-to-one coaching in the workplace.