

Safety Leadership

PROGRAMME OVERVIEW

Everybody within an organisation has a safety leadership role to one extent or another. Line managers, however, have specific roles and responsibilities as safety leaders, and the more senior the position, the more impact that position has on the organisation's collective beliefs, standards and practises – the safety culture. Furthermore, in the more and more competitive business world, organisations need to promote the highest possible levels of commitment from its people. Leadership and motivational skills enable organisations to further develop performance levels by tapping into people's discretionary effort – encouraging the individual willingness and commitment to do more than “just enough.”

This course introduces new perspectives with respect to the safety leadership challenge based on an analysis of the current leadership agenda and underpinned by behavioural psychology. The course also incorporates the recommended syllabus established by Step Change / OPITO / IADC.

WHO WILL BENEFIT

Managers, supervisors, safety representatives and others who have any functional responsibility for leadership and safety.

STRUCTURE

Classroom-based workshop, including extensive use of case studies and practical applications

PROGRAMME CONTENT

- In depth understanding of the challenges faced by those people with management responsibility
- Knowledge of the human factor issues and how these relate to developing the workplace environment and the impact that they have on the safety climate
- Understand a simple technique to analyse individual behaviours and actions, and thereby identify the root cause of a given behaviour (ABC Analysis; Antecedent-Behaviour-Consequence)
- Understand the need not only to stop an undesired behaviour, but to replace it with a desired one
- Understand the importance of, and appreciate, typical factors that contribute to people's personality types and cultural differences, and the issues that these pose in managing people
- Understanding and developing your own personal leadership style
- Understanding the role that leaders can play in developing the safety culture and promoting the Personal Responsibility for Safety through out the organisation
- Development of effective influencing and communication skills, including the PEPTALK© motivational safety conversation
- Develop skills that will promote a strong sense of teamwork and commitment.
- The identification of key responsibilities and accountabilities and how to manage these in the context of optimising safety performance
- Promoting ownership of the overall safety programme that contributes to continual performance improvement



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PROGRAMME DETAILS

This course duration is 4 days (or, where required, a less-intensive 3 day course can be made available)

This course can also be tailored to match existing Company safety observation programmes

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