

SAFETY LEADERSHIP PROGRAMME

Enhancing Leadership Capability to Achieve Zero Harm



About the programme

The Sheppard Associates Safety Leadership Programme (SLP) has been developed to provide Safety Leadership training to all personnel in leadership roles, in all types of organisations.

The SLP has been developed to deliver the core knowledge and skills that leaders require to contribute to the achievement of a Zero Harm workplace. The SLP has been successfully implemented for a range of clients in Australia, Africa and North America and has contributed to sustained improvements in their safety and health performance.

Format

The programme is delivered in a 3 day residential workshop which emphasises interactive learning and requires participants to present their key learnings and how they plan to apply them once they return to work. Other delivery formats are available.

As part of the SLP participants are also required to prepare a Safety Improvement Project and a Safety Leadership Development Plan both of which they are expected to implement following completion of the workshop component of the programme.

Qualification

Participants are assessed against the competency requirements of the programme and those who successfully complete the workshop and post workshop requirements receive a Certificate of Achievement.

Return on Investment

Measuring return on investment (ROI) is a key feature of all Sheppard Associates leadership development programmes. Evaluation of participant delivery of improved business performance following training is a key feature of this programme. Participant capacity to deliver better safety performance, improved productivity, increased competitive advantage and lowered costs is assessed following completion of each programme.

How participants will benefit from the programme

- ✓ Enhanced understanding of safety performance including how it directly links to business performance
- ✓ Stronger appreciation of the key role leadership plays in creating Zero Harm
- ✓ Awareness of the Safety Maturity Journey and the importance of moving towards a resilient safety culture
- ✓ Better understanding of how and when to use Safety tools including Safety Interactions, Safety Moments and Safety Interventions.
- ✓ More effective understanding and analysis of the organisation's current safety performance
- ✓ Critical understanding of the requirements to achieve and maintain a Zero Harm workplace
- ✓ Greater appreciation of personal strengths and areas for improving safety leadership skills
- ✓ Improved capacity to encourage safe working in others

Safety Leadership Programme

Programme Content

Safety Performance

Participants commence SLP by analysing their organisations current safety and health performance to determine (a) Performance relative to industry standards (b) Relationships between leading and lagging safety indicators (c) Primary obstacles to achieving a Zero Harm workplace (d) Key opportunities for improving safety performance and (e) Initiatives for accelerating progress towards a Zero Harm workplace.

The Safety Maturity Journey

Organisational maturity is directly linked to performance outcomes including safety and health performance. In this topic participants review the relationship between the Safety Maturity Journey Model and the achievement of a Zero Harm workplace. Particular attention is paid to the role of leadership in developing organisational maturity.

Key Skills of Safety Leadership

Effective leadership is essential for the achievement of a Zero Harm workplace. Successful leadership depends on the development of workplace relationships based on mutual trust and respect. In this topic participants examine the key leadership competencies of self-management, relationship management and performance management.

Safety Interactions

The Safety Interaction is at the heart of safety leadership. Research confirms that behavioural factors are present in the majority of safety incidents. Through more effective management of staff behaviour (particularly through the use of Safety Interactions) leaders have a direct and immediate impact on safety performance in the workplace.

Managing At Risk Behaviours

Safety performance is the systemic outcome of the interaction between factors operating at three levels; organisation, workplace, and individual (including 'at risk' behaviours). The purpose of identifying at risk behaviours is not to allocate blame, but to understand what activated these behaviours and what consequences the individual sought to achieve from them. The purpose of this unit is to assist participants to understand the role of at risk behaviours in safety outcomes and give them practical tools for managing these behaviours.

Creating a Zero Harm Workplace

Organisations will achieve Zero Harm when every staff member is dedicated to their own and others' safety and automatically implement safe work practices while insisting others do the same. Safety is not something that is 'done' by management to staff but rather a shared responsibility to which everyone in the organisation is committed regardless of their role.

Safety Leadership Development Plans

Participants complete a Safety Leadership Development Plan to identify key initiatives they will undertake following completion of the workshop to maximise their contribution to achieving a Zero Harm workplace.

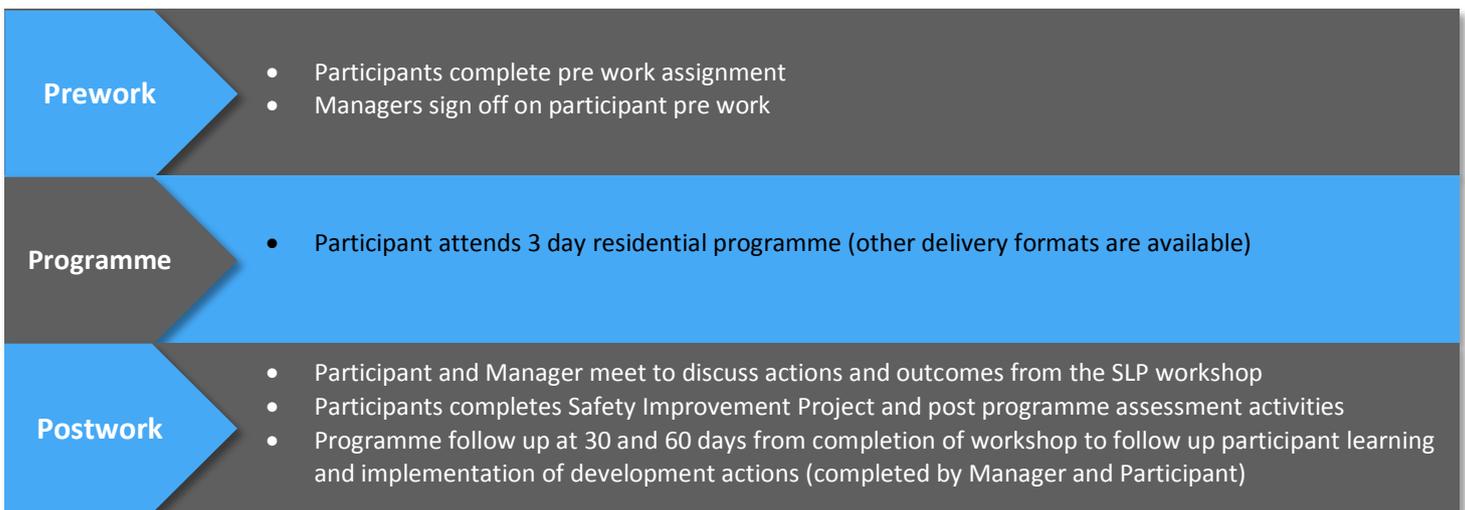
Safety Improvement Projects

Participants prepare a Safety Improvement Project which they will implement on their return to their worksite. At the workshop they plan a project proposal which they will develop in greater detail with their Manager when they return to work, and implement over the following three months.

Who Should Attend?

All personnel who lead other people, including contractor staff - all managers, superintendents, supervisors, foremen, deputies (supervisory), team leaders, charge hands and step up supervisors.

Programme Schedule



**If you are interested in this programme, please contact us on
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