



RYDERMARSH

Improving Culture · Enabling Excellence

Module 2 - Safety Leadership

This one day course introduces the role of Leadership and its influence on Safety Culture. Leadership is more than just management and refers not just to what, but how a person influences and motivates others. Quite often people are selected for management roles where leadership skills are required based solely on criteria related to technical ability. As a result, under daily work pressures, managers can often be driven to behave in a task orientated way which can result in a failure to communicate the importance of safety. The challenge addressed here is to provide people in leadership roles with the right Risk Literacy and People Management skills. That is an understanding of how they and the people in their charge can overlook or underestimate risks & hazards, what really influences people to take risk and how to manage people effectively in a way that motivates and positively influences their behaviour.

The course will cover:

- The Leadership Cycle Segments.
 - Organisation: This section of the course explores the role of leadership in supporting a culture that embraces challenge as a stimulus for improvement, encouraging workforce ownership of day to day safety issues and conducting meaningful analysis to gain greater understanding of the drivers of safety behaviours.
 - Others: In this section of the course delegates will learn key leadership skills in developing their team, encouraging open communication and recognising positive behaviour.
 - Self: This section of the course explores the importance of exemplifying safe behaviours, self-review and the role of negative enquiry and continual professional development.
- Through the exploration of these three aspects of Safety Leadership delegates will:
 - Develop an understanding of how Leadership influences organisational Safety Culture.
 - Explore the importance of getting out and about often enough and at the right time.
 - Discover how asking the right questions about the right things in the right way can enhance safety performance.
 - Learn about the tools that enable leaders to find out what employees are doing and why they are doing it, rather than just who is doing it.

Delegates will leave the course with the tools required to enhance their own Leadership skills, influence those of others and by applying those enhanced skills positively influence their organisation's Safety Culture.