

ZIP: Leading a Safe Culture Program Outline



Target Audience
All leaders



Duration
2 days



Group Size
15 participants



Pre-Work
Safety Leadership Assessments

The success of developing and maintaining a strong safety culture relies on authentic and transformational leadership to drive the cultural expectations; to role model expected behaviours; and to effectively coach and influence teams towards **'safety citizenship'** – where all employees go above and beyond to continuously improve the safety culture because they **want to**, not because they **have to**.

A targeted safety leadership development program develops the leadership competencies that support the journey of an organisation towards safety citizenship: Supporting, Recognising, Role Modelling, Actively Caring, Collaborating, Challenging, Vision and Inspiring.

While the program is set in the context of safety, the skills learned also enhance general leadership capabilities. This module is an important step to ensure all leaders have a common set of leadership skills and are aligned in a consistent leadership approach to drive culture improvement.

Key Learning Outcomes

At the completion of this module participants will be able to:

Foundations of Safety Leadership

- Understand the role leadership plays in the success of a safety culture
- Understand and promote the business' safety values, behaviours and vision
- Clearly articulate to teams why organisational safety behaviours are important and what results these get the team and business

Leading a Culture based on Trust and Active Care

- Understand the importance of trust in leading culture change and improvement
- Understand how to lead with the 'social brain' in mind
- Implement strategies to build trust and maintain 'psychological safety' in the workplace
- Implement situational leadership strategies to promote active care
- Identify opportunities to promote the organisational safety behaviours and deliberately role model expectations and behaviours to teams

Conscious Leadership

- Understand transactional vs transformational leadership styles and the impact of each on safety culture
- Understand the effect of expectations on the way we lead our teams and how we influence the results our teams to achieve

Leading Effective Performance

- Implement strategies to support team members to meet expectations
- Implement strategies to promote continuous improvement towards safety citizenship
- Understand how to best challenge teams to think differently about something (safety, quality, a task, a formal process, etc.)
- Implement a simple communication structure to respond to challenging situations; explore resistance to change; assist in getting a message across; and encouraging a solution focused outcome