

safeLEADER

Inspirational Safety Leadership

Winning the 'hearts and minds' of employees requires of focus on "inspirational leadership"

safeLEADER is unequalled in the field of safety, a powerful program of culture change

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PROGRAM DESIGN

A 3-day training course is deployed during which the focus is on a mix of core skills, leadership competencies and decision-making.

LEADERSHIP MODEL

The leadership model of Kouzes and Posner has been adapted for safety leadership.

The course design is unique: it is experiential and focused on real world safety challenges. A mix of in-basket exercises, 360-degree assessments and feedback, role plays and case studies ensures that the learning experience is challenging and rewarding.

FEEDBACK

"The best course I have attended and I have seen many"

"Absolutely brilliant course which allows you to reflect, review and adopt desirable leadership behavior. Excellent facilitator who successfully uses a variety of techniques"

"An eye-opening experience and very challenging"

"Provide me with insight into what leadership really is"

"An exciting and fast-paced learning experience"



SAFEmap

DEPLOYMENT

The Development Program consists of three phases for each person:

- **Preparation phase**, during which each person is given an assignment to prepare, before he/she attends the course. The assignment will be to prepare a public presentation on a safety leadership topic, to be presented to the other attendees.
- **The training phase**, during which a 3-day course is followed by an Individual Leadership Profile on the skills, abilities and leadership potential of each person.
- **A follow-up phase**, during which each person is required to implement a "value change" process in the team he/she leads and the effectiveness of which will be measured and included in the Individual Leadership Profile.

After 12 months, a second leadership assessment can be done to measure the improvements in skills and competencies.

COMPETENCIES

The following are the skills targeted by this program:

- Carrying out a "value change" in work teams
- Dealing with employee behaviours
- Identify own values and share with people
- State a safety vision and values
- Challenge the status quo
- Leading behavioural change in the workplace
- Lead safety culture change
- Inspire people to a common vision

KEY FOCUS AREAS

The following are the core leadership practices targeted by this program:

- Safety values
- Safety vision
- Culture change
- Behavioural change
- Leadership styles
- Positive rewards
- Teamwork

Inspirational Leadership in Safety

