



## LEADING TO SAFETY

### Learning Objectives

This hands-on one day workshop is designed to provide leaders with the skills, tools and mindset to lead in a safe work environment.

By the end of this workshop participants will be able to:

- Define the case for safety from multiple stakeholders
- Describe the attributes of a safety culture and safety climate
- Assess their site against research-based safety culture attributes
- Articulate the role of leaders at different levels in creating culture and climate
- Evaluate various scenarios and determine the impact of the leader's behavior
- Examine the value of employee ownership of safety
- Explore individual leadership practices in communicating top-down messages about the organization's commitment to a safety culture
- Analyze the "broken window" theory and its applicability to safety
- Apply the SAID model to a safety conversation
- Use the Stop-Focus-Go model to improve conservative decision making in all situations
- Identify different methods to motivate employees to behave safely
- Debunk common excuses managers give for not leading safety

## PROGRAM FLOW

### KEY CONTENT AREAS

#### Welcome

- Introduction, Learning Objectives
- ZOOM Activity – We Are in This Together
- Case for Safety – Multiple Stakeholders
- Why They Care?

#### Safety Culture vs. Safety Climate

- Definitions
- Safety Culture Assessment
- Bad Ways to Get There – Enforcement or Blame Leadership/Others

#### Building Trust

- Technical, Personal and Ethical
- Personal Trust Importance and Value

#### Owners vs. Renters

- Definition
- Scenarios – What is Being Created?

#### Motivation

- Intrinsic Motivation
- Scenarios – Tapping Into Intrinsic

#### Organizational Communication

- Principles – TLC
- Whisper Down the Lane
- Buttermilk Activity
- Three Reasons it Fails

#### Accountability

- Levels of Accountability
- Life Saving Rules, Cardinal Rules, etc.

#### One-on-One Communication

- Broken Window Theory
- Examples Within the Company
- SAID Model Application

#### Conservative Decision Making

- Stop-Focus-Go
- Scenarios – Assumptions and Beliefs

#### Why We Fail to Lead Safety

- Devil's Advocate
- Common Excuses and Responses

#### Workshop Close