

Safety leadership

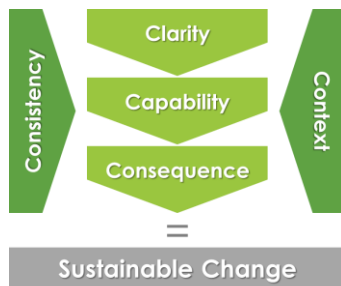
Learning from the past
Building for the future



Who should attend?

This 1-day programme is designed for Senior Managers responsible for interpreting and understanding safety strategy as it impacts their Company, Division or Asset.

Sustainable Change



Safety culture change, like any other form of organisation change, requires the key building blocks to be in place to ensure change is both positive and sustainable. If any of these fundamental elements are missing progress can be slow, difficult and often misdirected.

This programme helps senior managers and leaders examine their company's unique safety culture in the light these change processes in order to identify a clear, positive and sustainable direction of travel and their individual and collective role in making this happen.

Key Topics:

By the end of the programme participants will:

- have benchmarked the organisation's current safety culture maturity
- understand the processes of cultural change
- understand personal and process safety issues and be able to recognise observational bias
- have examined the influencing skills essential to display visible and felt leadership
- be able to apply a number of strategic change models, including 2macs' unique 5Cs of sustainable behavioural change, to identify safety culture strengths and areas for development
- have identified key actions for positive cultural development.

Key Benefits:

The transferable benefits of this programme are:

- a deeper understanding of the essential elements required for sustainable cultural change applicable to all management and change processes
- an understanding of organisational dynamics, and the associated driving and restraining factors, plus a clearer appreciation of the role leadership plays in determining organisational effectiveness
- the formulation of a change action plans for implementation including the specific activities owned by the leadership team
- discernible improvement in the allocation and deployment of resources targeted in key areas

Theory into Practice

- Step 1:** Create Urgency
- Step 2:** Form a Powerful Coalition
- Step 3:** Create a Vision for Change
- Step 4:** Communicate the Vision
- Step 5:** Remove Obstacles
- Step 6:** Create Short-term Wins
- Step 7:** Build on the Change
- Step 8:** Anchor the Changes in Culture

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In order to drive change, theory needs to be to be put into practice.

Using 2macs' unique Living Case Study process participants are able to observe organisational dynamics in action and then create the plans and actions necessary to activate safety strategy and to develop visible and felt leadership that is both effective and intentional.



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