

# Developing a Behavioural Safety Culture

## Overview

This course is designed for senior managers who need to develop and/or lead a culture of behavioural safety. It is aligned with your existing health and safety policy and any behavioural leadership programmes you may already have. There is a need for a strong lead on safety from senior managers to drive a safety culture not just within the business but also with sub-contractors. As a result, the course focuses on coaching and leadership behaviours to underpin a more strategic and political approach. We make use of actors to help embed the skills and behaviours that will underpin this culture.

## Objectives

- For each manager to understand where their organisation is and where it is headed in terms of behavioural safety
- For each manager to identify their personal role and responsibilities in developing and/or leading a safety culture
- For the group as a whole to create a route map showing agreed group and individual actions and commitments to deliver the required outcomes
- To develop leadership confidence in using political awareness, relationship management and stakeholder intelligence to successfully communicate, coach and influence those who need to support in embedding a safety culture within the organisation and within sub-contractor companies

## Content

- Pre-work assessment of existing safety culture (using a range of assessment and/or profiling tools if appropriate)
- Existing state review
- Our vision for safety
- Legislative impacts
- Defined goal and objectives
- Route map showing our journey
- Force field analysis for identifying and minimising/eliminating barriers and obstacles in the existing policies, culture or organisational structure/way of working
- Group and individual actions and commitments including identification of safety champions where appropriate
- Political awareness skills
- Relationship management skills
- Using stakeholder intelligence to create a successful strategy with sub-contractors and other relevant bodies
- Reflect and review agreed plan
- Agree next steps
- Summary and close