



# Making Safety Personal Webinars

## 3 remote-learning behavioural safety events for all levels

Creating a **skilled, engaged** and **empowered** workforce who promote a safe working culture at all levels.

It is a challenge to get staff, managers and even senior leaders to consistently deliver excellent safety leadership. Your workforce might face **unnecessary risk** from:

- Legacy behaviours
- Disempowerment
- Time pressure
- Lack of confidence and skills

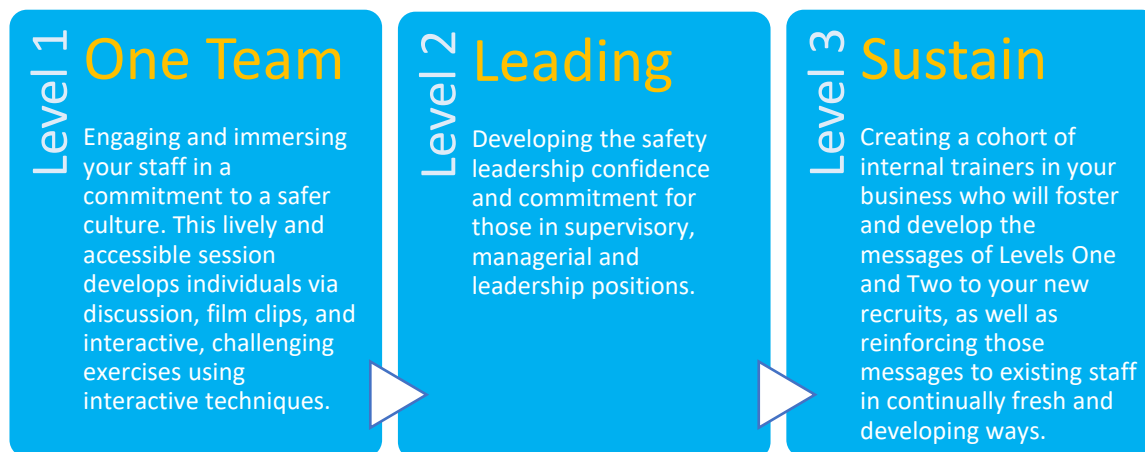
## Poor safety culture costs lives, money and time

The HSE states that the financial cost to Britain of work-related ill-health and injuries in 2017/2018 was **£15 billion**. The human cost, for all involved, continues to send ripples across industries.

Research shows that a very high proportion of accidents and fatalities are caused by human factors – not by technical malfunctions, or inadequate policies.

Keystone has over 10 years' experience of making workplaces safer, healthier places to be because we focus on **human interactions** – communication, thought-processes and rapport. We continue to advance our approach to developing leaders of safety. Businesses, sectors and ways of working constantly change and mature. We apply the same flexibility as you to ensure we **continue to drive your success**. **Passion, insight** and **expertise** allows us to engage your staff who will help to take your culture in the right direction.

## Three Levels of Making Safety Personal Webinars



### Level One – One Team (1 x 2-hour webinar)

For everyone in your organisation

#### Webinar agenda

- Safety Culture and Behaviours
- Barriers to Safe Working
- Communication
- Why Should I? – Personal Resilience, Safety and Wellbeing

This engagement can be conducted either:

- With additional input from our **live in-session actor facilitator** modelling common barriers to a safe working culture and showing how more positive conversations have a lasting impact.



**Take a look at why our delegates feel using theatre techniques is so impactful and makes a difference:**

<https://vimeo.com/396747771>

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- Without live actor-led material, focusing on your participants' own stories and experiences of your culture of safe working.

## Level Two – Leading (2 x 2-hour webinars, held 2-3 weeks apart)

For your managers and leaders at all levels

### Webinar agenda

- Safety Culture and Behaviours – The Bradley Curve
- Authentic Leadership – your style and how to lead a safer culture
- Safety Behaviours - Psychology of choice
- Planned behaviour
- The Belief Cycle
- Coaching styles – ‘Push and Pull’ Safety Conversations

These 2-hour engagements can be conducted either:

#### Option 1

*With additional input from our [live in-session actor facilitator](#), modelling the different leadership styles which can be deployed to develop to a safer working culture and showing how more skilled leadership conversations have a lasting impact.*

This approach tends to accelerate learning for participants, because the use of actor-facilitators allows for a ‘mirror to reality’ to be presented. Learners, interacting with the actors by speaking or typing messages to them, are given the power to redirect a character’s behaviour. They have the responsibility to achieve a more positive outcome than previously. Learners at once explore newly-gained skills while also chancing upon new ones via their own intuition. All this is expertly guided by our specialist facilitator.

#### Option 2

*Without live actor-led material, focusing on your participants’ own stories and experiences of your culture of safe working.*

We strongly recommend that you arrange for as many leaders in your business (at junior, middle and senior levels) as possible to attend this webinar for two reasons:

1. Both the managers themselves and the whole business will benefit from the knowledge, skills and reflection undertaken.
2. The frontline workforce will respond better to the training they undergo with us, if they know that managers are also engaging with us.

## Level Three – Sustain (1 x 2-hour webinar and 1 x 1-day in-person event)

For a designated small group of selected leaders who will develop others in your organisation to sustain the right safety behaviours

### Agenda

- Roles, responsibilities and activities for safety leaders in a safe working culture
- How adults learn and how to incorporate relevant ideas into your work;
- How to avoid or manage difficult training situations and people;
- Basic participative training techniques and visual aids;
- How to help learners remember key points

Our initial 2-hour webinar introduces and discusses these topics using discussion, film clips and other interactive exercises. Some weeks later, a 1-day in-person event provides participants with the opportunity to practise and to receive personal detailed feedback to help develop their training and presentation techniques.

### Feedback from our Leading Safely safety leadership course

“My impression of Keystone was great. Having one of them act out scenarios with the group was something that I haven’t been involved with before. It was really effective. I must admit, the majority of courses I’ve attended are completely disenfranchising and quite frankly boring. This on the other hand, I thought was excellent. As a new manager, it was great to analyse human behaviour with an expert. To gain an array of tools and techniques to combat difficult personalities and situations was something I really feel will help me develop as a manager.”

**‘One Team’**: £800 + VAT per 2 hour delivery to groups up to 12

**‘Leading’**: £1,600 + VAT per 2 x 2 hour delivery to groups up to 12

**‘Sustain’**: £2,000 + VAT and expenses per overall delivery to groups up to 10

**Use of an actor facilitator on any webinar**: £250 + VAT

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To find out more and discuss how Keystone can support your safety leadership and cultural change needs, please contact:

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