



Safe-T-Leader

Influencing Technologies



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Description:

This one-day targeted program introduces participants to the world's most recognised leadership model that has been shown, time and time again, to have a direct impact upon safety outcomes. This is known as the Full Range Leadership® Model – which is part of the Transformational Leadership framework. In addition, participants shall be exposed to the revolutionary Transformational Safety® Leadership competencies, which have been synergistically aligned to engage with followers toward enhanced and sustained safety outcomes.

Background

Safety is known by the ABSENCE of events, which makes it a difficult challenge to achieve. We know that essentially all major safety events have their roots deep into the past practices of the organisations involved, and grow out of long causal chains involving the way that people work. In most cases the precursors of events were there to see, but the organisations were seemingly unable to recognise them.

Safety requires people to adopt a set of habits and ways of thinking that are often difficult and unnatural (e.g. reporting one's own mistakes, stopping a job in the middle, etc.). As such, building a strong safety culture is a specific challenge of leadership. Safety never sleeps and organisations cannot achieve exceptional performance without a deep-rooted set of beliefs, practices and behaviours that influence people's decisions and actions at all times.

I believe that the culture of an organisation embraces everything it does. It includes the policies, procedures and standards. It includes the housekeeping, the procedures and tools. A strong culture is one that is widely shared and based on a common and well understood identity. A weak culture is diverse and differs from area to area in the organisation. But a strong culture is not necessarily an effective culture (i.e. it may not achieve the required results) and it will also be resistant to change. Safety culture is recognised as the fundamental foundation of effective and sustained safety outcomes.

Optimal safety cultures typically provide the necessary support for employees to strive beyond minimal efforts. Organisations relying on conventional safety and leadership approaches often fail to inspire the necessary safety related behaviours and attitudes in their employees.

One group from Australia have developed a model of safety performance which draws upon the more traditional understandings around work performance in general. They describe two (2) key aspects of safety performance as being: -

Safety Compliance - The term safety compliance is used to describe the core activities that need to be carried out by individuals to maintain workplace safety. These behaviours include adhering to standard work procedures and wearing personal protective equipment.

Safety Participation - The term safety participation is used to describe behaviours that do not directly contribute to an individual's personal safety, but which do help to develop an environment that supports safety. These behaviours include activities such as participating in voluntary safety activities, helping co-workers with safety related issues, and attending safety meetings.

If you want your people to apply discretionary effort toward safety in your workplace then you must be aiming for maximising "safety participation".



Often, we might make the mistake here of thinking that if we get “safety compliance” out of our people we are halfway there.

Afraid not!





That would be an acceptable premise only if accident causation was a simplistic linear process. Unfortunately, all that we know about the factors that contribute toward accidents, or system failures/events, suggest the exact opposite. Simply put, accidents happen because a number of circumstances conspire to arrive at a particular point in time. Had any one of these circumstances decided to not arrive at that particular moment, then the control measures that hopefully were in place would probably have been effective.

Often, because the accident never occurred, we actually never knew how close we came. Is it any wonder that many of us develop a sense of “it will never happen to me”; most likely because, to date, it never has. Guess what – it will.

Overview

The SAFE-T-LEADER™ Influencing Technologies program is amongst the most cost-effective leadership development investments that can be made. It's ability to synthesize the power of Team Dynamics, Competency Benchmarking, Organisational Focus, and Individualised Coaching within a systemic framework make it the intervention of choice within many organisations.

Managers today are faced with the responsibility of leading:

-  by fostering a sense of vision;
-  by inspiring others to a common purpose;
-  by knowing how to manage performance; and
-  by knowing how to build employee involvement and participation.

The problem – most have no idea how to effectively influence toward these objectives in a sustainable way.

Today, more than ever before, the changing nature of today's organisation demands a more diverse role from its management structure.

Managers today are expected to be able to respond to a variety of situations from facilitating a problem-solving meeting; to providing instructions and training to a new employee; to managing a high-performance work team.

Versatility — having the skill of knowing when and how to use the most effective style or approach for the situation, is one of the keys to organisational success.

Not everyone can be treated the same. Individuals have different experience and motivational levels, as well as a variety of responsibilities they are expected to perform.

A one-style leadership approach simply won't work.

TransformationalSafety.Com's SAFE-T-LEADER™ Influencing Technologies program goes directly to the heart of an organisation



Management systems can't operate in isolation. The question for all organisations is — how do we to create focused momentum in our most important assets, our employees?

Transformational leadership is the process successful leaders use to turn their visions into reality. SAFE-T-LEADER™ Influencing Technologies Program is founded on the Full Range Leadership Model which is the leading benchmarked transformational leadership skill set in the World today.

Why do Leaders need Transformational Skillsets?

Today people have much higher expectations regarding the reliability, integrity, and foresight of their leaders. They follow those who demonstrate competence, inspiration, and forward thinking. That is no different in the world of workplace safety – in fact, it is more so.

It is the application of visionary transformational leadership that builds employee commitment by helping others to see the bigger picture, to focus their efforts on the strategic direction, and to understand the organisation's values.

Through the SAFE-T-LEADER™ Influencing Technologies benchmarking process participants analyse the behaviours of visionary transformational leadership and learn how to apply the strategies used by visionary transformational leaders to build safety commitment within their own organisations.

You already know some of these: -

- Mother Theresa
- Mohandas Ghandi
- John F Kennedy
- Martin Luther-King
- Nelson Mandela
- Warren Buffet
- Mikhail Gorbachev

The outcome is a well-balanced leader — one who is skilled at making the transition from manager to leader.

Leadership is often credited for successful change and usually blamed when change is unsuccessful. Yet, leadership is often ill defined or defined in a specific context or invested in individuals rather than groups.

It is within this broad context that Transformational Safety® Leadership provides a powerful framework to examine leadership.

Transformational Safety® Leadership provides a framework that incorporates much of what we have known about leadership and management, but additionally defines the "X-factor" of leadership.

What is particularly crucial about Transformational Safety® Leadership is that in times of change (let's face it, that's all the time today), something more than traditional more than transactional leadership (quid pro quo or this-for-that agreements) is required. Otherwise, taken at its extreme, transactional agreements suggest that one will only do what he or she is rewarded for.

Another major reason for the power of Transformational Safety® Leadership is that no matter what one's position in the organization, people can be transformational. Thus, whether one is "in charge" of the business, or an hourly worker, he or she can influence direction through transformational relationships with others.



The Transformational Safety® Leadership model is based on over 100 years of leadership research. It identifies both passive/avoidant, transactional and transformational behaviours. The Transformational Safety® Leadership competencies have been shown to be synergistically related to the power of Bass & Avolio's more traditional Full Range Leadership Constructs.

Key Learning Objectives

Upon completion of the program participants will have gained:

- A state-of-the-art understanding with respect to how specific approaches to leadership impacts workplace safety behaviours.
- An understanding of their own transformational safety leadership competencies.
- A very targeted and sustainable framework for developing, enhancing and sustaining a highly functional suite of Transformational Safety® Leadership competencies.

Who will benefit?

Strategic decision makers including:

- Managers, supervisors, engineers, safety personnel, and others involved in the design, operation, modification or maintenance of plant or processes
- Anyone who would like to develop an understanding of applied leadership and its real-world influence on safety performance outcomes.
- Those who want to progress from being a compliance-based organisation, and seek world's Best Practice toward a Transformational Safety® Culture

Program Structure

The program is structured using video footage from multiple sources, participant experiences, self-assessment, and group discussion.

How is the Program delivered?

Recognising that development programs achieve maximum benefit when the participant applies the learning's within the workplace, the program facilitator identifies specific organisational background with the client in advance, so as to determine client needs to be met during the facilitation.

Course Facilitator



The facilitator for the SAFE-T-LEADER™ Influencing Technologies program is internationally recognised Safety Psychologist, David G Broadbent. David is the creator of the globally recognised Transformational Safety® System and SAFE-T-SOS™ Psycho-Behavioural Technologies.

Just some of what past participants have said at programs conducted by David are: -

- "I have been working in Safety for many years. This is the first time that anyone has made sense of accident causation for me. Thank you".
- "David's ability to make sense of this safety stuff is amazing. If I had not been here, I would not have believed it".
- "I thought I had been around long enough to not see anything 'new'. I was wrong".



- "This has been the best safety learning experience I have had in many years. Thankyou David for your passion and belief"
- "I would never have believed anybody could have a room full of passionate South African rugby supporters singing 'Waltzing Matilda' to images of the Wallabies scoring tries; and during the World Cup. UNBELIEVABLE! Truly shows the power of transformational leadership within a training session. Well Done!"
- "When I was told that the day was being 'taken' by an Australian safety guy, and he was speaking about 'safety culture' in South Africa was sceptical at best. How wrong was I! David's breadth of knowledge was amazing. I have a lot to think about. thank you.
- "The Transformational Safety Leadership competencies are so 'simple". I see them being played out around me every day; why has no-one made sense of this in the past? Well Done David"
- "I attended David's safety culture seminar. It is one of the most powerfully influencing days of the last decade for me. Culture is just so much more powerful than I ever imagined and David makes it make sense. Not only that; he shows you what you can do to turn your culture around. I shall be having David work with our senior leadership team on this stuff. The world is a small place. Get ready to spend more time on a plane David. We want you in the US."

Investment

The SAFE-T-LEADER™ Influencing Technologies

1-day program (including a pre-program consultation, and a post-program review).

1-15 participants	US\$ 960.00 per person, thereafter:
15-20 participants	US\$ 760.00 per person

- Minimum program numbers 10. Maximum program numbers 20
- The cost for an in-house facilitation includes the pre and post program consulting, as well as facilitating the program.
- Reduced fees apply for multiple facilitations.