

EFFECTIVE RISK AND SAFETY LEADERSHIP

OVERVIEW

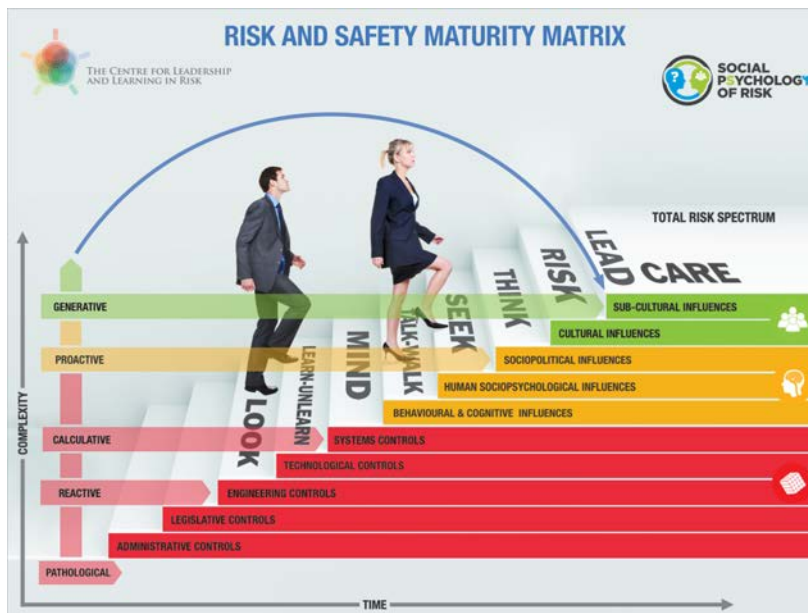
The program develops capabilities required to lead and influence risk maturity towards a generative culture.

The Program is structured in three strands:

1. Leadership Development.
2. Culture and Organisation.
3. Risk Intelligence.

The program has been designed by Dr Rob Long, an expert in learning, culture and the social psychology of risk and draws on the latest evidence based research.

The streams and modules (see Program below) are intended to be flexible and can be delivered through mixed learning modes (i.e. training, coaching, micro-training and on-site practice support and observation) to suit your needs.



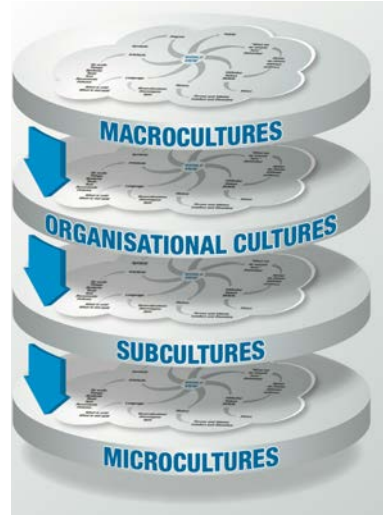
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LEARNING OUTCOMES

By the conclusion of the program participants will:

- Better understand themselves and respond to personal challenges in risk
- Develop a mature capability in managing themselves, others and humanising their organising
- Become better communicators, listeners and facilitators
- Learn about human decision making and judgments
- Influence others with confidence
- Possess tools for critical thinking, exchange, relationship building and managing others
- Practice the use of leadership in risk tools
- Execute effective engagement with others
- Tackle leadership challenges with maturity
- Better manage teams, commitment, trust, innovation, motivation and learning
- Improve risk mindfulness across the business.
- Become more skilled and holistic in supervision
- Develop improved risk intelligence

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PROGRAM

Note: The streams and modules below can be mixed and tailored to suit your needs.

STREAM 1 - LEADERSHIP

1. Essential skills in leadership success

- Leaders in tune with followers
- Creating clarity and vision
- Communicating vision

2. Profiling, personality, leadership style

- Type and leadership styles using Majors PTI
- Personality Type
- Understanding self and others
- Type and leadership styles
- Types and team leadership
- Temperaments

3. Understanding language and discourse

- The nature of the unconscious
- Collective unconscious/culture
- What influences behaviour?
- Cultural thinking
- Competing values

4. Tools and qualities for effective leadership

- Values, attitudes and beliefs
- Perceptions and conversations
- Framing, priming, pitching, anchoring

5. Effective conversations and observations

- Effective listening
- Perceptions and conversations
- Pitching, framing and priming
- Effective language and framing as fundamental tools of safety culture change.

6. Helping others learn, motivate and change

- Learning styles diagnostic
- Motivation and Performance
- Critical thinking

STREAM 2 - CULTURE AND ORGANISATION

1. Miprofile culture survey

- Methodology
- Sample of benchmarked results
- What can we learn from the results?

2. Critical thinking tools

- The importance of reflection and thinking before acting
- SPoR SWOT analysis
- Concept mapping
- Emotional intelligence skills

3. Vision and Due Diligence

- The Culture Cloud
- Due Diligence Dynamics
- ALARP
- SPoR SWOT analysis

4. Understanding culture and influencing culture

- Understanding the 'collective unconscious'
- Automaticity
- Holistic organisational culture alignment
- Attending to culture characteristics

5. Advanced skills in cultural hazard identification

- Understanding primary, secondary and tertiary hazards in risk and incident causation.

6. On site coaching

- Participants undertake micro training in the field to embed conversation, observation, consultation and engagement skills.

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PROGRAM

STREAM 3 - RISK INTELLIGENCE

1. One brain three minds

- What is risk intelligence?
- Understanding human judgement and decision making
- Gut knowledge and experience
- What is risk maturity?

2. Profiling, personality, leadership style

- How we perceive risk
- Motivation
- How to observe
- Conversation skills

3. Advanced hazard identification

- Introducing the 'Workspace', 'Headspace' and 'groupspace' model
- Application of the model to all layers of risk
- Recognition of psychological and cultural hazards
- Using the iCue Tool
- Using EyeSEE Tool

4. Subjectivity and attribution

- ALARP
- The Law SPoR and risk.
- Finding balance in leadership in risk

5. Helping others learn, motivate and change

- Learning styles diagnostic
- Motivation and Performance
- Critical thinking

6. Your talk matters

- Pitching, framing and priming safety and risk messages
- Hb 327 and effective communication about risk
- Talking in to Workspace, Headspace and groupspace
- Using the Dialogue Tool
- Your Talk Matters Tool
- Effective language and framing as fundamental tools of safety culture change.

7. The challenge of overconfidence

- Case study
- Hazard and risk complexity
- Trade off and by products

8. Advanced incident investigation

- Understanding self and observations
- Bias, documentation and reporting

9. Advanced risk management strategies

- Valuing talking-walking
- Risk maturity model and the next steps
- Where should you be spending your time?
- Collective mindfulness - concept
- Collective mindfulness - regular actions you can take.



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EFFECTIVE RISK AND SAFETY LEADERSHIP

WHO SHOULD ATTEND

- Leaders and Managers
- WHS, Risk, Compliance, Security Professionals
- HR Managers
- Team Leaders.
- Project Managers.
- Site Managers.

PRACTICAL RESOURCES AND TOOLS

- Comprehensive Manual.
- Unique Practical Tools You Can Apply Immediately.
- Complimentary selection of books by Dr Rob Long.

