

HSSE Leadership for Managers

Purpose

As the educator and author Stephen Covey once said, "Personal leadership is the process of keeping your vision and values before you and aligning your life to be congruent with them." This course aims to build an emotional commitment for HSSE and enables managers to effectively lead HSSE as an integral part of the business. The course considers the interactions between the group, the individual, business systems and values. It illustrates how bringing these elements together enables insights for the effective leadership of a proactive and 'Just' HSSE culture and improved organisational risk management. The course is highly interactive, with numerous practical case studies to illustrate the underlying theories.

At the end of the course you will be able to

1. Lead positive HSSE cultural change within your team
2. Become a champion for a proactive and just HSSE culture
3. Commit to implementing your own personal HSSE leadership approach

Outline content

Introductions and "My leadership approach"

The business case

Courage for HSSE leadership

The leader's role in preventing major accidents

An organisation's HSSE cultural journey

- The cultural ladder
- The integral model – moving up the cultural ladder

Understanding motivation and behaviour

- The behavioural model
- Violations and human errors

A just HSSE culture and managing culpability

HSSE as a value

- Personal values
- The leadership challenge

Leadership in reducing HSSE risk and incidents

- Risk and zero harm
- Measuring performance

Qualities and skills of leaders

- Transformational leadership
- Mindfulness / chronic unease

Personal commitment and leading change

Summary

Recommended prior study

Managerial experience

Who should attend

Line and functional senior and middle managers working in high-hazard industries. Worksite supervisors should attend the HSSE Leadership for Supervisors course

Module is available as

- Face-to-face (classroom) delivery
- Attendance-only (without assessment), or
- Attendance plus assessment by Risktec consultants

Assessment details

Activities and/or assignments

Other Details

Duration: 1, 2 or 3 days

Price

For prices and further information, or to book a course, please contact **Vicky Billingham** at training@risktec.tuv.com

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