# Effective Safety Leadership and Coaching for Supervisors Training Course



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4100 € (Per Person)

Ref: #HSE2184_276880

## Course Introduction / Overview:

This course provides a comprehensive framework for transforming supervisors and managers into influential safety leaders. It moves beyond traditional compliance-focused approaches to cultivate a proactive, positive safety culture through effective coaching and leadership. In today's complex work environments, safety excellence is not merely about enforcing rules but about inspiring commitment and empowering employees to take ownership of their safety and that of their colleagues. This program, offered by BIG BEN Training Center, is built on contemporary safety science principles, drawing from the work of influential thinkers like Sidney Dekker, who champions the concept of 'Safety Differently'. Participants will explore how to build psychological safety, a critical foundation for open communication and learning from failures. The course delves into practical coaching techniques, as detailed in works like "Coaching for Performance" by Sir John Whitmore, adapting them specifically for safety conversations. By integrating leadership theory with hands-on safety management tools, this training equips participants with the skills to not only identify and mitigate hazards but also to motivate teams, drive engagement, and foster a resilient safety mindset that permeates every level of the organization. This is a journey from being a safety manager to becoming a true safety coach and leader.

## Target Audience / This training course is suitable for:

- Newly appointed supervisors and team leaders.
- Experienced managers seeking to enhance their safety leadership skills.
- Operations and production managers.
- Health, Safety, and Environment (HSE) professionals.
- Project managers and site supervisors.
- Maintenance and engineering supervisors.
- Human resources managers involved in safety culture development.
- Anyone in a leadership role responsible for the safety of a team.

## Target Sectors and Industries:

- Manufacturing and industrial production.
- Construction and engineering.
- Oil and gas exploration and production.
- Logistics, transportation, and warehousing.
- Healthcare and pharmaceuticals.
- Energy and utilities.
- Government agencies and public sector services.
- Hospitality and facility management.

## Target Organizations Departments:

- Operations and Production.
- Health, Safety, and Environment (HSE/EHS).
- Maintenance and Engineering.
- Human Resources and Training.
- Project Management.
- Quality Assurance and Control.
- Logistics and Supply Chain.
- Facilities Management.

## Course Offerings:

By the end of this course, the participants will have able to:

- Differentiate between safety management, leadership, and coaching.
- Apply modern safety leadership principles to build a positive safety culture.
- Utilize effective communication and coaching techniques for safety conversations.
- Conduct proactive safety observations and provide constructive feedback.
- Lead effective incident investigations using root cause analysis methods.
- Promote psychological safety to encourage open reporting and learning.
- Engage and empower employees to take ownership of workplace safety.
- Develop and implement strategies for continuous safety improvement.
- Measure safety performance using both leading and lagging indicators.
- Confidently manage difficult conversations related to safety non-compliance.

## Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, engaging, and practical, ensuring that participants can immediately apply their learning in the workplace. We believe that adult learning is most effective when it is experiential and collaborative. This course utilizes a blended approach that includes expert-led presentations, dynamic group discussions, and interactive workshops. A significant portion of the training is dedicated to hands-on activities such as role-playing safety coaching scenarios, analyzing real-world case studies of workplace incidents, and participating in team-based problem-solving exercises. Participants will work in small groups to develop hazard identification plans and practice conducting safety observations. This collaborative environment encourages the sharing of experiences and best practices among peers from various industries. Our expert facilitators provide personalized feedback and guide participants through a process of self-reflection and skill development. The focus is not on passive listening but on active participation, ensuring a deep and lasting understanding of safety leadership and coaching principles.

## Course Agenda (Course Units):

### Unit One: Foundations of Modern Safety Leadership

- The evolution from safety supervisor to safety leader.
- Understanding the psychology of risk and human error.
- Key principles of behavioral-based safety (BBS).
- The critical role of psychological safety in the workplace.
- Defining your personal safety leadership philosophy.
- Legal and ethical responsibilities of a supervisor in safety.
- Linking safety performance to operational excellence.

### Unit Two: The Leader as a Safety Coach

- Core coaching skills for supervisors and managers.
- The GROW model and its application in safety conversations.
- Active listening and powerful questioning techniques.
- Delivering constructive and motivational safety feedback.
- Coaching for behavioral change and risk awareness.
- Handling difficult conversations and resistance to safety rules.
- Building trust and rapport to foster open communication.

### Unit Three: Proactive Hazard and Risk Management

- Techniques for proactive hazard identification and analysis.
- Conducting effective workplace safety inspections and audits.
- Mastering safety observation and intervention skills.
- Principles of risk assessment and the hierarchy of controls.
- Developing and implementing effective Job Safety Analyses (JSAs).
- Engaging the team in proactive safety initiatives.
- Understanding and tracking leading indicators for safety performance.

## Unit Four: Leading Incident Investigation and Learning

- The supervisor's role in incident response and scene management.
- Conducting a fair and thorough incident investigation.
- Root Cause Analysis (RCA) techniques (e.g., 5 Whys, Fishbone).
- Developing effective corrective and preventive action (CAPA) plans.
- Writing clear and impactful incident investigation reports.
- Communicating lessons learned across the organization.
- Shifting from a culture of blame to a Just Culture.

## Unit Five: Cultivating and Sustaining a Positive Safety Culture

- Defining and assessing your current safety culture.
- Strategies for driving employee engagement in safety programs.
- Leading effective safety meetings and toolbox talks.
- Recognizing and reinforcing safe behaviors.
- Using safety performance metrics to drive continuous improvement.
- Developing a personal action plan for safety leadership.
- Sustaining momentum and leading long-term cultural change.

# FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

## Something to think about:

How can a leader's coaching style transform a team's perception of safety from a set of rules to a shared value?

## What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing intensely on the human side of safety, moving beyond the technical aspects of compliance to develop the core competencies of a true safety leader and coach. While many programs teach safety rules and procedures, this training concentrates on the "how"—how to communicate, how to influence, and how to inspire a deep-seated commitment to safety within a team. It integrates principles of modern psychology and leadership theory, such as the importance of psychological safety, which is often overlooked in traditional safety training. Participants will not just learn about coaching models; they will actively practice them in realistic scenarios tailored to workplace safety challenges. The curriculum is uniquely structured to build skills progressively, from foundational leadership concepts to advanced techniques in incident investigation and cultural transformation. Rather than providing a one-size-fits-all solution, the course encourages participants to develop their own authentic safety leadership philosophy. The emphasis on practical application, peer-to-peer learning, and actionable takeaways ensures that leaders leave not just with knowledge, but with the confidence and skills to drive meaningful and sustainable improvements in their organization's safety culture.