Strategic Health and Safety Leadership for Executives Training Course



21 - 25 Dec 2026

Milan

5900 € (Per Person)

Ref: #HSE2407_107376

Course Introduction / Overview:

This course transcends traditional compliance-based approaches to health and safety, positioning it as a core strategic driver of business excellence and sustainability. In today's complex corporate landscape, leadership's role in fostering a resilient safety culture is paramount for protecting human capital, enhancing brand reputation, and ensuring operational continuity. This program is meticulously designed for senior leaders to master the integration of health and safety governance into the very fabric of corporate strategy. Drawing on seminal concepts from thought leaders like James Reason, particularly his work on organizational accidents and proactive risk management detailed in "Managing the Risks of Organizational Accidents," the curriculum explores the intricate relationship between leadership behavior, organizational culture, and safety outcomes. BIG BEN Training Center has developed this course to equip executives with the foresight to anticipate risks, the skills to champion a proactive safety mindset, and the strategic acumen to build a world-class safety system that not only prevents incidents but also drives performance, morale, and profitability. Participants will move beyond reactive measures to architect a sustainable safety framework that becomes a competitive advantage.

Target Audience / This training course is suitable for:

- Chief Executive Officers (CEOs) and Board Members.
- Vice Presidents and Directors.
- Senior and Executive-Level Managers.
- Heads of Operations, Manufacturing, and Human Resources.
- Corporate Legal and Compliance Officers.
- Health, Safety, and Environment (HSE) Managers aspiring to leadership roles.
- Project Directors and Senior Project Managers.

Target Sectors and Industries:

- Manufacturing and Industrial Production.
- Construction and Engineering.
- Oil, Gas, and Energy.
- Healthcare and Pharmaceuticals.
- Transportation, Logistics, and Supply Chain.
- Technology and Telecommunications.
- Governmental bodies and public sector agencies.
- Hospitality and Large-Scale Retail.

Target Organizations Departments:

- Executive Management and Corporate Governance.
- Operations and Production.
- Human Resources and Personnel Development.
- Health, Safety, and Environment (HSE/OHS).
- Legal, Risk Management, and Compliance.
- Project Management Office (PMO).
- Quality Assurance and Control.
- Facilities and Asset Management.

Course Offerings:

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

- Develop a robust health and safety strategy that aligns with overarching business objectives.
- Champion and cultivate a positive, proactive, and resilient safety culture throughout the organization.
- Master the principles of corporate safety governance and understand executive legal responsibilities.
- Analyze advanced safety metrics and key performance indicators for strategic decision-making.
- Lead effective incident investigations that identify systemic failures rather than individual blame.
- Integrate psychological safety principles into the corporate wellness and safety framework.
- Evaluate and manage contractor safety performance to mitigate supply chain risks.
- Drive continuous improvement in safety performance through effective change management.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and directly applicable to the executive's role. We move beyond traditional lectures to foster a dynamic learning environment where strategic concepts are explored through practical application. The course heavily relies on the case study method, analyzing real-world corporate safety successes and failures to extract actionable lessons. Participants will engage in high-level strategic simulations that challenge them to make critical safety-related decisions under pressure and see the business-wide consequences. Facilitated group discussions and peer-to-peer consultations allow for the sharing of diverse industry experiences and leadership perspectives. Interactive workshops will guide participants in drafting elements of a safety strategy for their own organizations. The program emphasizes reflective practice, encouraging leaders to assess their own leadership style and its impact on safety culture. Our expert facilitators provide continuous feedback, ensuring that learning is not just theoretical but transformational, equipping leaders with the confidence and competence to lead safety from the top.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Safety Leadership

- The evolution from compliance management to safety leadership.
- The business case for safety excellence: linking H&S to profitability and brand reputation.
- Legal, ethical, and corporate governance responsibilities for senior executives.
- Understanding organizational culture and its impact on safety performance.
- Key theories of accident causation, including James Reason's Swiss Cheese Model.
- The principles of Human and Organizational Performance (HOP).
- Defining the role of the executive in championing a safety vision.

Unit Two: Architecting a Corporate Health and Safety Strategy

- Conducting a strategic H&S gap analysis and maturity assessment.
- Developing a formal Health and Safety Policy and strategic framework.
- Aligning H&S objectives with corporate goals and stakeholder expectations.
- Effective resource allocation for strategic safety initiatives.
- Establishing clear roles, responsibilities, and accountability structures.
- Integrating H&S into business processes like procurement and project management.
- Communicating the safety strategy effectively across all organizational levels.

Unit Three: Cultivating a World-Class Safety Culture

- The tangible and intangible elements of a positive safety culture.
- Leading with safety: visible felt leadership and its practical application.
- Understanding and promoting psychological safety as a cornerstone of H&S.
- Advanced behavioral-based safety (BBS) principles for leadership.
- Strategies for empowering employees and fostering safety ownership.
- Building trust and enhancing safety communication channels.
- Measuring and assessing safety culture maturity over time.

Unit Four: Advanced Risk Management and Performance Measurement

- Principles of proactive risk management and safety due diligence.
- Advanced risk assessment techniques for strategic threats.
- Developing and implementing a robust Safety Management System (SMS) like ISO 45001.
- Moving beyond lagging indicators: developing effective leading indicators and KPIs.
- Analyzing safety data and trends for predictive insights and strategic review.
- Leading high-level incident investigations focused on systemic learning.
- The role of leadership in HSE audits and management reviews.

Unit Five: Governance, Sustainability, and the Future of Safety

- Establishing an effective H&S governance and assurance framework.
- Managing contractor and supply chain safety risks.
- Leading safety through organizational change and transformation.
- The impact of digitalization, AI, and predictive analytics on safety management.
- Integrating health, safety, and employee well-being for holistic performance.
- Corporate Social Responsibility (CSR) and reporting on H&S performance.
- Creating a sustainable safety legacy for long-term organizational resilience.

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:

Beyond preventing incidents, how can a truly embedded safety strategy become a primary driver of organizational innovation and competitive advantage?

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

This course is fundamentally different from standard technical safety training by focusing exclusively on the strategic perspective required at the executive level. While other courses may teach the "what" of safety regulations, this program delves into the "why" and "how" of integrating safety into the core of business strategy and leadership philosophy. Its uniqueness lies in its holistic approach, connecting safety performance directly to corporate governance, financial outcomes, and brand reputation. We move beyond the mechanics of compliance to explore sophisticated concepts such as psychological safety, just culture, and Human and Organizational Performance (HOP), which are critical for building resilient and high-performing organizations. The curriculum is designed not to create safety technicians, but to cultivate safety leaders. By using strategic simulations, executive-level case studies, and peer-to-peer C-suite discussions, the course provides a rare forum for senior leaders to grapple with the complex, high-stakes decisions that shape an organization's safety destiny, making it an unparalleled strategic leadership development experience.