

# Mini MBA for HSE Professionals

## INTRODUCTION

- Become a master of health and safety leadership. This 'must attend' HSE Training course entitled The 10-Day Advanced Health & Safety Leadership training seminar will provide you with everything you need to reap the benefits of a great safety culture. Successful leaders have a passion for improvement and are able to empower others throughout the organization to win with their safety initiatives.
- Leadership is critical for excellent health and safety performance. We all know that leader's actions and attitudes shape safety culture and a successful culture makes the safety management system work., The 10-Day Advanced Health & Safety Leadership training seminar will provide you with powerful tools to enable you to define the culture you wish to create, identify what behaviours and attitudes you, as a leader, need to role model and the actions that can be taken to make a real difference.

This training seminar will highlight:

- Mastering the Art of Leadership
- Visible felt leadership and beyond
- Advanced risks, threats and impacts
- Reasons for Safety Management failures
- Successful Health and Safety Management
- Human factors and their effect on safety culture
- Influencing others and driving improvement
- Safety excellence, the ultimate objective to zero

## OBJECTIVES

At the end of this training seminar, you will learn to:

- Apply new leadership skills to make a real difference
- Develop new and effective motivational and engagement techniques
- Apply your safety and risk management leadership skills
- Understand the importance of safety culture and human factors in sustaining a successful safety management system
- Empower others to continuous improvement

## TRAINING METHODOLOGY

- This highly-interactive advanced training seminar on The 10-Day Advanced Health & Safety Leadership course uses a variety of proven learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes thought provoking syndicate and individual exercises, DVD and case studies.

## ORGANISATIONAL IMPACT

- This advanced training seminar on The 10-Day Advanced Health & Safety Leadership course will provide an organization with leaders who can identify and implement the actions necessary to make a real difference. These leaders will be able to motivate others to improve both organizational and customer needs.

The organisational impact will be:

- Providing a clearer understanding of how, why and what goes wrong
- Improving safety systems, control and behavior
- Implementing pragmatic solutions to improve your SMS
- Achieving the professional development of staff
- Reducing accidents and business losses in the workplace
- Developing leaders better equipped to prevent or manage adverse events
- The capacity to increase profitability

## PERSONAL IMPACT

- Those attending this advanced seminar will return to their organisation equipped with powerful tools and a renewed confidence to engage their colleagues and communicate the safety message.

The personal impact will be:

- Learning how to be a Great Leader
- Understanding how to better align safety with the business agenda
- Learning how to motivate your workforce to join you on a journey to Zero
- Ensuring your colleagues go from “have to” to “want to”
- Appreciating the importance of human factors
- Understanding the benefits of a successful health and safety management system

## WHO SHOULD ATTEND?

- This advanced training seminar on The 10-Day Advanced Health & Safety Leadership course is ideal to a wide range of professionals but will greatly benefit those persons responsible for leading safety within an organisation at a global, regional or local level. In particular, this HSE training seminar is aimed at those seeking new concepts in the role of leaders in shaping the culture and ultimate success of their organization.

This includes:

- All Line Managers
- Supervisors and Team Leaders
- HSE Managers and Advisors
- Human Resources Professionals
- Any other personnel who are involved in leading and promoting the safety message

## Course Outline

### MODULE I - Advanced Safety Leadership

#### Accident & Incident Causation Factors

- The Analysis of Accidents – Looking at the Facts, Figures & Costs
- Why do accidents still occur? - Human factors, triggers and consequences
- Conscious and Unconscious Influences within a Safety Culture
- The Bradley Curve and Four Stages of Mind-sets
- The 'New ABC model': Effective, Behavioural and Cognitive Psychology
- Understand the Psychology behind Human Behaviour and Learn How to Apply Pragmatic Solutions to Improve Your SMS

#### Safety Management in Major Hazard Industries

- Major Hazards and Prevention
- ISO31000 and Safety Excellence
- Occupational Safety, Process Safety and Asset Risk Management
- FTA and ETA
- Bow Ties
- Emergency Response Plans, Mutual Aid, On and Off Site Consequences
- Inspection and Auditing

#### Improve Leadership and Communication Skills

- Enhancing Your Leadership Capabilities through Increased Self-awareness
- Analyse Your Communication Strategies and Social Performance

- Communication Campaigns and Stakeholder Engagement
- 'Have to' or 'Want to?': Generating Real Desire For Safety
- Varying Leadership Skills For Varying Scenarios

### Advanced Accident Investigation and Reporting

- All Incidents (including near misses) are Thoroughly and Professionally Investigated by a Trained and Confident Team
- Role of HSE Team Leader and Management During An Investigation
- Investigation Methodology - The Essential Checklist & Process
- Listen and Learn, and Learn to Look and Listen More!

### Organisational & Environmental Risk, Threat & Impact

- Latest International Standards: BSI65000, BS11200, ISO31000 / 22301 / 24762
- Understanding The Impact of Change or Major Incidents on The Organisation
- Strategic Crisis and Emergency Management in A Resilience framework
- Strategic Risk and Risk Behaviour
- Identify and Manage Current and Future Threats to Your Business
- Take A Proactive Approach to Minimizing The Impact of Incidents
- Keep Critical Functions Up and Running During Times of Change and Crises

### MODULE II - Advanced Health & Safety Management

#### Legislation For Health and Safety

- Introduction
- Legislation for Health and Safety
- Legislation for High Hazard Industries
- Process Safety Management (OSHA 29 CFR 1910.119)
- The Seveso Directive (EU Directive)
- Introduction to Safety Management Systems
- The Outer System Environment
- The Inner System Environment

#### Policy and Safety Culture

- Policy For Health and Safety
- Responsibility For Accidents Rest with Management
- Organisational Factors
- Human Factors
- Job Factors
- Organisation For Health and Safety
- Control, Co-operation, Communication, Competence
- Safety Culture

## Planning and Implementation

- Planning and Implementation
- Management Arrangements
- Risk Control Systems – Inputs, Processes, Outputs
- Risk Assessments
- Work Permit Systems & LO / TO

## Measuring Performance & HAZOPs

- Measuring Performance
- Active Monitoring Systems
- Reactive Monitoring Systems
- Audits & Reviews
- Case Study of The Flixborough Disaster
- Introduction to HAZOP
- Element Selection
- Exercise

## Behavioural Safety

- Taylor, Herzberg, Vroom, Geller, Maslow
- ABC Analysis – Antecedents, Behaviour and Consequences
- Natural Penalties and Consequences
- Identifying Critical Behaviours
- Observing Behaviours
- Feedback on Observations
- Case Study: BP Texas City
- Course Evaluation and Summary

