

# Executive Safety Engagement

Series Program Guide



*Enlisting and Educating Executives In  
Achieving A Positive Safety Culture*

## Executive Safety Engagement: Series Program Guide

Leadership is integral to the success of creating and sustaining a world-class safety culture. What leaders believe, what they say, and what they do have a significant impact on employees' commitment to working injury-free. Leadership is encouraged to participate in each of the five Executive Safety Engagement Sessions.

### *Program Approach:*

- Sessions will be conducted with senior executives in 45 minute modules
- Sessions will be hosted every month, or once every other month
- Leaders are expected to do some prep work before meetings, participate in role play, be given application assignments, and be held accountable
- Executives will be encouraged to continue conversations at their next level staff meetings where leaders can share struggles and successes with application assignments

### *Guidelines:*

- Sessions will be introspective, 'bite size', and in their language
- Material will be new to executives
- Modules offer a combination of language and resource tools, and should be taught using role play and discussion
- Sessions help leaders develop preemptive communications that can plant seeds of trust, and help to stop mistrust before it happens
- Modules help leaders make sure their language is congruent with actions

### *Modules and Tools:*

- **BE VISIBLE:** Walk the Talk™
- **BUILD TRUST:** Breaking Cycles of Mistrust™
- **SHAPE POSITIVE BEHAVIOR:** Culture Iceberg™
- **ASSESS SKILLS:** Safety Culture Leadership Inventory™
- **CHALLENGE ASSUMPTIONS:** Safety Culture Self-Leadership Tool™

*Proceed to the following pages for more information.*

# Be Visible

## ***Featuring Walk the Talk™***

***Leaders help to manage meaning by what they say and do. When critical incidents occur, they are used to shape perceptions and reinforce norms.***

### **Learning Objectives**

Align leadership behaviors with assumptions present in the aspirational safety culture.

Examine three key leadership behaviors that communicate assumptions and values to organization members.

Craft a personal Walk the Talk™ commitment to demonstrate leadership behaviors that embed new assumptions.



# Build Trust

***Featuring Breaking Cycles of Mistrust™***

***Mistrust is one of the key toxins in the culture broth. By identifying potential catalysts for mistrust between groups, steps can be taken to help pre-empt their occurrence.***

## Learning Objectives

Understand how to analyze the breakdown of trust between groups through use of the Cycle of Mistrust™.

Identify positive actions and communications to plant seeds of trust, and stop mistrust before it happens.

Identify specific pre-emptive actions to stop mistrust before it happens.



# Shape Positive Behavior

## *Featuring the Culture Iceberg™*

***Leaders can effectively shape positive employee behavior by focusing on the cultural norms that influence the behavior of individuals in groups more than by focusing on individuals themselves.***

### **Learning Objectives:**

Culture is largely the invisible norms, assumptions and beliefs “below-the-waterline” that affect people’s choices and actions, including those of leaders.

Understand that once norms are formed, they are seldom questioned.

Learn how the Culture Iceberg™ surfaces important cultural hazards.

Identify areas where the Culture Iceberg™ can be used



## Assess Skills

### ***Featuring the Safety Culture Leadership Inventory™***

***The Safety Culture Leadership Inventory™ focuses on five key leadership practices that are involved in achieving a world-class safety culture.***

#### **Learning Objectives:**

Provide a useful self-assessment tool for improving the key leadership behaviors that change a culture.

Identify the certain leadership practice that you would like to work on and that needs improvement.

Develop a specific action plan that you will take to meet your specific goals.



# Challenge Assumptions

## *Featuring the Safety Culture Self-Leadership™*

**To be an effective shaper of culture, leaders must look in the mirror and challenge their own assumptions, mental models and beliefs about what it means to work safely.**

### **Learning Objectives:**

Examine how your own beliefs or assumptions drive what you say and do

Begin the self-reflection to change leaders' assumptions during safety interactions.

Identify how to re-frame your inner dialogue so that you are more likely to respond to the situation in a functional way.

