

Leadership and Behavioural Safety



The Challenge

Achieving an injury free workplace, like any other business objective, requires all employees at all levels to be “pulling in the same direction” toward this goal. Businesses that have been successful in improving their bottom line safety performance know that safety leadership and cultural development is one of the essential ingredients for success. The challenge is to be able to accurately gauge the prevailing state of safety leadership and culture and then find ways to mobilise all employees in the desired direction.

Our Philosophy

To achieve an injury free workplace organisations require all levels of management to provide exemplary safety leadership to drive the safety culture. In particular, it is the behaviours of managers that are critical in promoting safe behaviours of their employees. Robust and credible OHS Management systems underpin and promote safe behaviours throughout organisations, and as such are also critical ingredients.

Our Approach

We customise our approach to ensure that the most efficient and effective route to improvement is applied. We work to understand your business, gauge organisational strengths and improvement needs and tailor a suitable solution. This may involve

design and facilitation of behavioural based safety systems, training, one-on-one coaching, development of management systems, auditing or conducting culture surveys.

We engage managers to ensure that we understand their world and find the approach to improving safe behaviours that works for them and their team. Our consultants have considerable line management and project management experience in high risk industries and understand the challenges faced by those responsible for workplace safety.

We gain credibility with all employees through speaking their language and being prepared to understand their world.

The Benefits

The injury free workforce is the ultimate benefit from improving safety leadership and safety culture.

The flow on benefits include greater engagement of managers and employees, improved morale, workplace efficiency, organisational reputation and a boost in the bottom line.

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Our Experience

Ibis has developed and delivered **Safety Leadership** programs for Front Line Leaders and Contract Managers in **Transfield Services**. These programs equip leaders with the capability to drive positive safety cultural change in the business. These programs have been conducted extensively in Australia and in North America and have been implemented via a train-the-trainer program. The programs focus on enabling managers and supervisors to develop their own safe behaviours and be able to influence safe behaviour in their employees.

Ibis worked with the **John Holland Group** to design, develop and deliver a complete OHS training program for all line managers and other “safety critical roles”. The program is based on contemporary risk management principles and defined competency standards relevant to each role and leads to a Certificate IV in Safety Leadership – Construction. Each module of this program enables participants to develop skills, knowledge and behaviours that drive safe workplace behaviours.

OHS Programs for **Project Management Teams** have been developed, customised and delivered extensively for project managers, engineers and supervisors in **Aker Kvaerner, Melbourne Water, VicTrack and Connell Wagner**.

These programs build on existing capability in project management teams to ensure that participants understand and are able to meet the OHS expectations of their roles. These courses incorporate key aspects of Contractor Management, OHS Legal Compliance, Contemporary Risk Management and **Behavioural Based Safety**.

Audits conducted on **Melbourne Water** contractors have been aimed at sensing the prevailing safety culture and identifying and evaluating aspects of the OHS management system that drive management focus and active participation in creating a safe workplace.

Ibis contributed to the **Special Commission of Inquiry into the Waterfall Rail Accident**. One of our consultants was appointed to a panel of auditors undertaking an extensive audit of the adequacy of rail safety and OHS management systems in RailCorp, NSW. This work included an assessment of safety culture across the business and made several key recommendations to build on the safety culture in rail crews through improving managerial safety leadership and management systems.

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