

## Influence of Leadership Style on Organizational Safety Culture

### Course general description:

This advanced course is designed for **top management, executives, and senior leaders** who play a crucial role in shaping organizational safety culture. The program explores how **leadership styles directly impact safety performance, employee engagement, and risk management**. Participants will gain insights into **safety leadership strategies, behavioral safety models, and leadership best practices** based on globally recognized frameworks, including:

- ✓ CCPS (Center for Chemical Process Safety) Guidelines
- ✓ ISO 45001: Occupational Health & Safety Management Systems
- ✓ OSHA Leadership Principles
- ✓ HSE UK Safety Culture Maturity Model
- ✓ Transformational & Transactional Leadership Theories

The course includes **real-world case studies, interactive discussions, and practical leadership development exercises** to help senior leaders **enhance safety performance, build trust, and drive a proactive safety culture**.

### Audience:

This course is intended for:

- CEOs, Directors, and Senior Executives
- HSE & Process Safety Managers
- Operations & Plant Managers
- HR & Organizational Development Leaders
- Supervisors & Team Leaders Responsible for Safety

### Course objectives:

- Understand the direct impact of leadership styles on safety culture.
- Analyze how different leadership approaches influence employee behavior.
- Develop leadership strategies that promote a strong safety culture.
- Identify organizational barriers to safety excellence and drive improvement.
- Apply recognized safety leadership models (ISO 45001, CCPS, OSHA).
- Foster a high-reliability organization (HRO) mindset to minimize incidents.

### Course duration:

5 days

### Course location:

Dubai

### Course contents:

#### **Day 1: Understanding Leadership's Role in Safety Culture**

- Pretest
- **The Fundamentals of Organizational Safety Culture**
  - Defining Safety Culture & Safety Climate
  - CCPS & ISO 45001 Safety Culture Framework
- **How Leadership Shapes Safety Culture**
  - Direct vs. Indirect Influence of Leadership on Safety

- Management Commitment & Safety Excellence
- **Key Leadership Styles & Their Impact on Safety Performance**
  - Transformational Leadership (Building Trust & Engagement)
  - Transactional Leadership (Rules & Compliance-Based Safety)
  - Servant Leadership (Putting Safety & People First)
  - Laissez-Faire Leadership (Risk of Poor Safety Oversight)
- **Case Study:** Examining High-Performing Organizations & Their Safety Leadership Models

#### **Day 2: Human Behavior, Risk Perception & Decision-Making**

- **The Psychology of Safety & Risk-Taking Behavior**
  - Why Do People Violate Safety Rules? (Behavioral Insights)
  - Safety Culture Maturity Model (HSE UK Framework)
- **Leadership Influence on Risk Perception & Decision-Making**
  - Leading by Example: The Power of Visible Commitment
  - Addressing Safety Myths & Unsafe Work Norms
- **Behavioral Safety Leadership Strategies**
  - Safety Walkarounds & Effective Safety Conversations
  - Psychological Safety: Encouraging Employees to Speak Up
- **Emotional Intelligence (EQ) & Safety Leadership**
  - Managing Stress & Emotional Responses to Safety Issues
- **Workshop:** Leadership Self-Assessment & Safety Influence Mapping

#### **Day 3: Building a Proactive & Resilient Safety Culture**

- **Moving from Reactive to Proactive Safety Leadership**
  - Reactive vs. Generative Safety Cultures (Hudson's Model)
  - Organizational Learning from Safety Incidents (HRO Mindset)
- **The Role of Communication in Safety Leadership**
  - Active Listening & Two-Way Communication for Safety Improvement
  - Leading Effective Safety Meetings & Toolbox Talks
- **Just Culture & Accountability in Leadership**
  - Balancing Fair Blame & Responsibility for Safety Performance
  - High-Reliability Organizations (HRO) & Leadership Best Practices
- **Safety Incentives & Recognition Programs**
  - Aligning Rewards with Safety Performance
- **Case Study:** Lessons from Companies with World-Class Safety Cultures

#### **Day 4: Safety Leadership in High-Risk Industries**

- **Safety Leadership in Oil & Gas, Chemical, and Heavy Industries**
  - Managing Process Safety & Operational Risks
  - Risk-Based Decision-Making in High-Hazard Environments
- **Leadership Challenges in Managing Contractors & Multi-Level Teams**
  - Contractor Safety Management & Leadership Oversight
  - Engaging Multi-Cultural & Diverse Workforces in Safety
- **Crisis Leadership & Emergency Decision-Making**
  - Leadership Response in Crisis Situations
  - Emergency Communication & Crisis Management Best Practices
- **Organizational Learning & Continuous Improvement**

- Leading Post-Incident Learning Reviews & Near-Miss Reporting
- **Workshop:** Role-Playing Leadership in Safety Decision-Making

#### **Day 5: Developing a Safety Leadership Action Plan**

- **Implementing a Long-Term Leadership Development Plan**
  - Measuring & Enhancing Safety Leadership Performance
  - Using Leading & Lagging Indicators for Safety Leadership
- **Creating a Sustainable Safety Culture Action Plan**
  - Steps to Drive Continuous Safety Culture Improvement
  - Aligning Safety with Business Goals for Leadership Buy-In
- **Final Leadership Commitment & Action Plan Presentations**
- **Final Exercise:** Leadership Commitment Statements & Action Plan Development

#### **Methodology:**

- 50% lectures & concepts
- 10% Videos
- 10% Case studies
- 10% Exercises
- 10% Discussions

#### **Assessment and Certification:**

Upon successful completion, participants will receive a **Certificate in Safety Leadership & Organizational Safety Culture Development**, recognizing their ability to **influence, lead, and sustain safety culture transformation.**

#### **Course code: (THSE010)**