

The Key Behaviours of Great Safety Leadership

1) Having a clear vision and painting a picture of success. Great leaders:

- Share a vision for safety and why it is the top priority.
- Drive safety performance and make it a priority within the organisation.
- Set SMART goals, defining actionable and manageable steps to reach them.
- Ensure they have the people, financing and resources needed to succeed.

2) Accepting full personal accountability and ensuring employees take equal accountability. Great leaders:

- Lead by example through being visible, involved and engaged.
- Model safety compliant behaviours, setting a benchmark of what is expected from the team.
- Challenge team members to think about safety issues and scenarios.
- Expect all team members to adopt the same level of focus and action.

3) Encouraging employee participation through collaboration: Great leaders:

- Monitor decisions and actions, ensuring performance is aligned with the safety programme.
- Empower everyone to take responsibility for their wellbeing and the wellbeing of others.
- Coach and mentor employees, providing the training, resources and assistance needed.
- Reinforce the message that the wellbeing of everyone is as important as their own.

4) Addressing unsafe conditions with action. Great leaders:

- Are accessible, with an 'open door' policy to safety.
- Act on safety issues, respond positively and decisively to safety challenges.
- Drive organisational resilience, with a focus on proactively reducing exposure to risk.
- Support safety schemes and learning initiatives, facilitating best practice sharing.

5) Inspiring communication in a style that creates the safety culture. Great leaders:

- Drive the safety vision and safety excellence through positive communication.
- Communicate in an authentic way as to why they care.
- Demonstrate commitment to safety, driving the message in all that they do.
- Are active listeners and openly accept feedback.