

SAFETY & RISK LEADERSHIP MASTERCLASS - YOUNG NSW



- Do you want to learn how to become a more effective supervisor or manager?
- Are you looking for practical and down to earth training that you can apply immediately in your workplace?
- Do you want to hear about how you can make sense of risk?

'If we want to be leaders in safety then we need to be experts in people. We need to understand how people make decisions and what influences their judgments. We need to be skilled observers in the three dimensions of human space and be able to speak into those spaces with influence.'

*Dr Robert Long, Director Human Dymensions
www.humandymensions.com*

In reaction to the enthusiasm shown at our recent breakfast session, we've designed an interactive Safety and Risk Master-class that will help you better understand how people make decisions and judgements, which will assist you to become a better leader, in safety and in life.

The Master-class consists of three one day sessions which will be on 7 May, 10 June and 8 July 2014 in Young. Everyone attending will then be offered the opportunity for on-site coaching at their workplace on the day following each of the three sessions.

For an investment of \$900+GST for each two day session (\$2700 +GST in total), you can learn to be come a more effective and real supervisor or manager

Interested, and want to learn more?

Phone: Laurene on 02 4365 5477

Contact email: solutions@frameworkgroup.com.au



COMMUNICATING



OBSERVING



ENGAGING

Program Overview

This workshop series includes three days over three months, followed the very next day with on-site coaching at various sites in the Young area. The program provides new insights into why people make poor choices in risk and challenges participants to gain a new understanding of primary, secondary and tertiary hazards and risks. This changes the way observations are undertaken.

With this new understanding participants learn to develop new skills and approaches in influencing others through pitching, framing and priming.

SESSION 1 – 7 May 2014

Introduction and Content

- Course structure and rationale
- Trends and evidence in safety behaviour leadership
- The power of positivity and negativity on behaviours

The Safety Maturity Index

- Understanding safety systems complexity
- Safety as a 'Wicked Problem'
- The problem of assumptions and false competence

Perceptions

- Perception blindness and reliability
- Psychological hard wiring and blind spots
- Seeing is not believing

Advanced Hazard Identification

- Understanding Workspace, Headspace and Groupspace
- Looking beyond physical hazards
- Understanding how people make decisions about risk

One Brain - Three Minds

- Introduction to conscious and unconscious influence
- Understanding Priming and Framing
- Why our words and messages matter
- Language and workplace discourse

Experiments in Human Thinking

- Understand the fundamentals of heuristics
- Human bias and ways of dissonance
- Gut knowledge and decision making

The Seen and Unseen

- Above and below the line thinking
- Hidden and subversive sub-cultures
- Testing layers of observation

SESSION 2 – 10 June 2014

Review and Development

- Review key concepts
- Workspace, Headspace and Groupspace

Influencing Tools

- What we do say and what we don't say
- Learning to reframe language
- Case Study - planning a return to work plan

Micro Training Exercise

- Video exercise
- Review and discussion
- Awards
- Conclusion

Tuning in to Risk Attribution

- Why we vary in risk rankings
- How we really decide about risk
- Managing anxieties about control

Complex Systems and Wicked Problems

- Key components of safety & risk culture
- It's more than policing systems
- New targets, better engagement

SESSION 3 – 8 July 2014

Your Talk Matters

- Review framing and priming language
- What about modelling
- Hidden messages in discourse and its influence

Being Better Communicators

- Tools to influence thinking
- Tools to influence behaviours
- No more flooding

Dealing with Injuries and Incidents

- Early intervention strategies and models
- Demystifying workers compensation
- Understanding the needs of injured workers
- Ways to look after your team that will help you too

Safety Leadership Tools

- The safety leadership tip sheet
- A charter for safety culture
- Reflections and self-learning development
- Close and next steps

Who Should Attend:

LEADERS & MANAGERS

TEAM LEADERS & SUPERVISORS

SAFETY MANAGERS

SAFETY OFFICERS

HR PEOPLE

CONTRACTORS

SUBCONTRACTORS

RISK MANAGERS

SAFETY COMMITTEE & REPRESENTATIVES

UNION SAFETY REPS

SAFETY ENTHUSIASTS

Why You Should Attend:

OUR TEAM WILL PROVIDE AN ENGAGING AND INTERACTIVE HANDS-ON WORKSHOP WITH CHALLENGING NEW IDEAS ABOUT THE PSYCHOLOGY OF CULTURE AND RISK. NEW AND INTERESTING APPROACHES TO SAFETY THINKING ARE DISCUSSED AND PRACTICED.

THE SKILLS LEARNED IN THIS WORKSHOP ARE TRANSFERABLE & PRACTICAL. PARTICIPANTS LEAVE THE COURSE WITH ENTHUSIASM AND SKILLS TO INFLUENCE & CHANGE WORK, HEALTH & SAFETY THINKING AND PRACTICE IN THEIR ORGANISATION.

Example Safety Thinking Tool



YOUR FRAMING MATTERS



www.your-safety-thinking-matters.co.uk Phone 0238 547 115

Free Take Aways

All participants receive a signed copy of Dr Robert Long's book (second edition), and several unique safety leadership thinking tools.

Risk Makes Sense

Human Judgement and Risk



Dr Robert Long and Joshua Long





About the Course Facilitator



Profile

Rob Sams

Specialisation

Rob specialises in making the challenges of risk and safety more understandable in the workplace. He uses his substantial skills and formal training in leadership, social psychology of risk and coaching to help organisations understand how to better manage people, risk and performance.

Whilst Rob has specialist knowledge in systems, his passion is in making systems 'useable' for people and organisations. In many ways Rob is a 'translator', he interprets the complex language of processes, regulations and legislation into meaningful and practical tasks. Rob uses his knowledge of social psychology to help people and organisations 'filter' the many pressures they are made anxious about by regulators and various media. He is able to bring the many complexities of systems demands 'down to earth' to a relevant and practical level.

Experience

Rob has more than 15 years experience in working with organisations in risk, safety and organisational culture. He has worked with large International organisations and small family businesses, bringing a diversity of knowledge and experience to clients. Rob builds relationships and 'scaffolds' people development and change so that organisations can achieve the meaningful goals they set for themselves.

Rob has conducted longitudinal audits, culture change programs, systems development projects, communication and leadership maturity consultancies for: Ambulance Service NSW, Sara Lee International, NRMA Group and Harris Farm Markets. He also has provided advisory, training and consultancy services to manufacturing, building and facilities, health, transport, automotive and sales/marketing businesses.

Qualifications

BOHS, Certs Coach and Lead (Exec Coaching Sydney), OHS Lead Auditor.

Rob holds formal qualifications in risk, safety, coaching and is a lead auditor in OHS/WHS and Environmental Systems. He is a former member of Workcover NSW reference groups to manufacturing and small business. Rob is a Chartered Professional Member of the Safety Institute of Australia. Rob is currently completing post graduate studies in Social Psychology of Risk with Dr Long at ACU.

Rob is a board member of Lifeline Newcastle and Hunter.

Contacts

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Course Presenter



Profile

James Ellis

James Ellis graduated as a Physiotherapist from the University of Sydney in 1991. After 12 months working in an outpatient facility in Michigan, USA, James returned to Australia and obtained a full time position at the Hills Street Sports Medicine Centre in Gosford, NSW, treating sports injuries.

In 1995 he founded Hills Street Occupational Rehabilitation Service which later became Hills Street Group and, more recently, Framework Group.

He is currently undertaking post graduate studies in the Psychology of Risk and is passionate about learning and teaching within the context of injury management and prevention. The unique perspective provided by the study of social psychology has stimulated James's interest in the social dynamics of the workers compensation and injury management systems.

James enjoys the daily challenge of problem solving in the complex arena of workplace injury management. He has developed a unique model of injury management that supports employers by keeping their staff healthy and saving everyone time and money.

Contacts

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Course Presenter



Profile

Sharon Richens

Sharon Richens grew up in Tamworth and completed a Bachelor of Science (Physiotherapy) at Sydney University in 1992. She initially worked in the field of treatment of musculo-skeletal injuries, opening her own private practice in Young in 1996. She developed a particular interest in treating workplace injuries and understanding the reasons behind the "how and why" injuries occur.

After 8 year working in private practice, Sharon moved into the field of "Occupational Rehabilitation", involved in a whole range of issues around workplace injuries. Since 2004 she has had her own consultancy business "Framework", previously known as Hills Street Group" based in Young which service a range of rural business across regional NSW.

In 2007 she was involved in a project with NSW Farmers and the pig industry, where they looked at strategies to improve management of workplace injuries across pig farms in NSW. She has recently developed a Safety Leadership seminar with Livestock Health Protection Authority which was delivered across NSW in 2011- 2012.

Sharon experience in rural industry includes working in plant hire, mining, abattoirs, piggeries, local councils, farming, shearing, manufacturing and a host of others.

Sharon has extensive experience in working with injured workers to facilitate the return to work process. She understands the complexities of return to work, the impact of psycho-social factors on the return to work process, and the vital importance of collaborative communication to address barriers.

Sharon is passionate about the provision of high quality local services and strongly advocates for the importance of regional people having access to high quality medical services.

She brings extensive experience in the area of injury management, pre- employment assessments, Manual Handling Training and Workplace Assessments. Sharon currently holds Cert IV in Training and Assessment, Cert IV in Frontline management and is an Accredited workplace Mediator (ACDC).

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