

# Building Organisational Influence

## 2- day workshop for Safety Professionals



Applying Organisational Psychology principles to achieving safety and business improvement

### Introduction

Many organisational decisions, as well as manager and employee behaviour, impact on the Health, Safety and Wellbeing of personnel who work in our organisations. Much of the time, they are unaware of the Health, Safety or Wellbeing impact. It is the role of the Safety Professional to influence Managers and Employees so they:

- Are aware of the impact their decisions and behaviour has on people in our organisations
- Do consider Health, Safety and Wellbeing in their decisions
- Do change behaviour to achieve a positive impact on personnel within our organisations.

This challenging workshop is designed to;

- Expand your thinking of the extent of your “Circle of influence” to take a holistic view of safety in your organisation
- Develop your influencing competency
- Develop influencing strategies to use in response to key reasons why people behave the way they do. e.g in change and conflict.

### Key Learning Objectives

After this workshop, you should be able to:

- Describe the breadth of the opportunity for Safety Professionals to influence safety and business outcomes;
- Adapt your influencing approach in response to the situation to achieve desired safety outcomes;
- Build and maintain trusting relationships across the organisation to broaden your personal sphere of influence;
- Use a business focussed, evidenced base approach to increase influence.

and have developed an Action Plan focussed on a specific influencing issue you have.

### Who Should Attend

All Workplace Safety Professionals who are accountable for influencing others across organisations to accept responsibility for workplace safety.

### Topics Covered in this 2 – day Workshop

Pre workshop reading and preparation

#### Who Safety Professionals Influence

- The scope of influence for Safety Professionals
- Safety maturity level and the opportunity for influence
- Interrelationship of organisational activity and safety

#### Defining Influence

- What influence is and isn't - Influence, Persuasion, Coercion and Manipulation
- Expanding your Circle of Influence
- Influencing Styles

#### Developing your Influencing Competency

##### • Your DiSC® profile and Influence

DiSC helps you to:

- Understand your workplace behaviour, communication and relationship preferences;
- What that means for your organisational influence strengths and weaknesses and development opportunities.

##### • Key Organisational Development principles

- Organisational Alignment
- Why people do what they do:
  - \* Beliefs, Values and Safety Behaviour
  - \* Motivation
  - \* Habits

##### • Influencing Change

- Why people sometimes resist change
- Influencing strategies for different stages of change

##### • Influencing the Outcome of Conflict

- Introduction to the Thomas-Kilmann approach to conflict handling
- Using different conflict styles to influence outcomes.

##### • Aligning Safety with the Business

- Aligning self with the Business
- Customer Focus
- Cost –Benefit and business
- Using evidence based arguments and having an enquiring mind

#### Building and Maintaining Trusting Relationships

- Importance of trust in influencing
- Building and maintaining trusting relationships — your personal “Trust Bank”
- How to rebuild lost trust
- Using the ABC approach to influence
- Changing communication to Adult to Adult interactions. (using Transactional Analysis to influence)
- Changing relationships from Drama Triangle to Influencing Cycle

#### Developing your Influencing Strategy

- Aligning you safety strategy with the organisation.

#### Applying Learning

Participants apply workshop learning to several safety related situations, including to a current work issue.

### 2017 DATES, VENUES and REGISTRATION

(To register, click on date and location below and follow the link)

[Melbourne](#) 10th and 11th October 2017

[Sydney](#) 17th and 18th October 2017

[Brisbane](#) 14th and 15th November 2017 or 21st and 22nd November 2017. To be advised.

For more information,

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