

# Coaching and Mentoring Workshop for Safety Professionals and Practitioners

Sydney

Melbourne

Brisbane

Perth

Hobart

## Introduction

Coaching and mentoring are processes that enable individuals to develop over time. They are useful when:

- Personnel return from a developmental experience or instead of attending off-the-job development;
- Creating and consolidating change;
- Following up when someone hasn't done what you've asked;
- Working with a colleague who may be at odds with your approach;
- Handling conflict between colleagues or between yourself and someone else.

As Safety Specialists usually do not have direct line authority when creating create change and requiring compliance, influencing techniques must be used. Coaching and mentoring are two of these influencing techniques to use to help achieve the integration of safety through organisations.

This 2 – day interactive, informative and engaging Coaching and Mentoring Workshop for Safety Professionals and Practitioners, facilitated by Safety X aims equip participants with the knowledge, skills and tools needed to coach and mentor effectively.

It has been designed and developed in consultation with safety specialists who have extensive operational safety backgrounds as well.

## Key Learning Objectives

By attending this workshop, Safety Professionals and Practitioners should improve their understanding of and effectiveness in implementing and leading change. Specifically you should be able to:

- Use ethical coaching and mentoring to achieve safety change and the integration of safety into organisations;
- Determine when to use coaching, mentoring, training, counselling or other performance management techniques;
- Develop and implement coaching and mentoring strategies that support behaviour change with accountability;
- Build and maintain trusting coaching and mentoring relationships;
- Apply key communication techniques —listening, objectivity, questioning, feedback, conflict management;
- Build in and demonstrate coaching and mentoring principles through their day-to-day personal leadership.

## Who Should Attend

This workshop is designed to enhance the knowledge and skills of Safety Professionals, Practitioners and associated professionals responsible for creating individual, work unit and organisational safety change and compliance.

This workshop can also be tailored and provided in-house.

## Broad Themes and Content

### Safety Professionals and Practitioners as Coaches and Mentors

- What is coaching and mentoring;
- When to use coaching, mentoring or training, counselling and performance management;
- Change and changing behaviour;
- The ethics of coaching and mentoring.

### Basics of Motivation and Performance in Coaching and Mentoring

- Fundamentals of why people do what they do;
- Ensuring beliefs about motivation and performance are consistent with evidence;
- Awareness of the impact personal beliefs and values may have on coaching and mentoring.

### Determining your approach

- Understanding coaching approaches and when to use their principles e.g GROW, GROWTH, FUEL
- Establishing coaching agreements.

### Creating and maintaining a trusting relationship

- Building and maintaining trust and credibility in the relationship;
- Understanding coaching and mentoring boundaries;
- Keeping confidentiality.

### Coaching Communication

- Focus is on the coachee (its not about you),
- Active listening;
- Maintaining objectivity;
- Inciteful questioning;
- Giving effective feedback and building coachee confidence;
- Defusing conflict;
- Empowering your coachee.

### Monitoring Progress

- Ensuring accountability through a follow up process.

### Skills Practice



## Coaching and Mentoring Workshop for Safety Professionals and Practitioners Registration

### Booking options

1. Book online at [www.eventbrite](http://www.eventbrite) by clicking on date and location you are interested in follow the link— (note Eventbrite registrations include a booking fee)

### Delegate Details

Title..... First Name..... Last Name.....

Position.....

Postal Address.....

Postcode..... Telephone..... Mobile.....

Email.....

Special Requirements (dietary/disability etc).....

### Course Dates and Location

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

- [Sydney](#) 6th, 7th February 2019
- [Perth](#) 20th and 21st March 2019
- [Melbourne](#) 13th, 14th February 2019
- [Hobart](#) 17th and 18th April 2019
- [Brisbane](#) 20th, 21st February 2019

### Registration

- SIA Member \$1,336
- Early bird  
Before 1st December 2018 \$1,336
- Non SIA Member \$1,485

Prices include GST

### Payment Options

EFT: An invoice will be forwarded upon receipt of your registration Purchase Order No.....

Credit Card: Please charge my total registration amount to my  MasterCard  Visa

Card No..... Expiry Date.....

Name on Card.....

A minimum of 6 of registrations is required for this course to go ahead. The maximum number of registrations per workshop will be 20. Delegates will be advised as soon as we reach the minimum number and the course is confirmed.

Return this form to

### Terms and Conditions

Registrations for this course will close 5 working days prior to the commencement date unless sold out.

For further information,



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## Other workshops for Safety Professionals and Practitioners

We focus on the development of organisation behaviour and leadership skills of Safety Specialists. We believe that Safety Specialists are ideally placed to influence the organisation more broadly they understand the impact that behaviour and decisions have on the safety and well being of personnel.

Workshops we provide include:

- Change Management for Safety Professionals and Practitioners
- Presentation Skills for Professionals and Practitioners
- Safety Culture Development Workshop for Professionals and Practitioners
- Building Organisational Influence – Workshop for Professionals and Practitioners.

These workshops can be provided in-house and also through coaching.

For further information,

Visit our website [www.safetyx.com.au](http://www.safetyx.com.au)

2. Contact Trevor Strother

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