

Change Management for Safety Professionals

Introduction

Safety professionals are change agents. You create change at all levels of the organisation. At an individual level, you influence personnel to change the way they work. At a business level you change the way the business unit operates and at an organisational level you change the way the organisation carries out its business. In addition, you need to be aware of and be able and willing to discuss the safety impact of proposed changes initiated in other parts of the business.

This 2-day Change Management workshop for Safety Professionals program facilitated by Safety X is designed to support your development and implementation of change at all levels of your organisation from changing procedures to changing culture. You will learn about the integrated nature of organisational change, the steps involved in change and ways to manage resistance. As we recognise change only occurs through people, the course focus is on the human aspect of change initiatives.

Key Learning Objectives

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

- Describe your safety leadership role as a Change Agent;
 - Describe the characteristics of successful and unsuccessful change initiatives;
 - Apply several commonly used organisational change approaches to your change initiatives;
 - Explain the integrated, systems nature, of organisations and how the importance of identifying the impact of change on all organisation systems— avoid or reduce “unforeseen” consequences;
 - Describe why employees resist change, how this is normal human behaviour;
 - Explain strategies to overcome change resistance;
 - Design, implement and review change initiatives;
 - Use a variety of tools and techniques such as consultation and key stakeholder analysis, that help facilitate individual and organisational change;
 - Apply your personal skills to influence change,
- and have reviewed a change initiative against workshop learning.

Who Should Attend

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

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

Broad Themes and Content

Safety Professionals as Change Agents

- Role of Safety Professionals in organisational change:
 - Creating and managing change
 - Influencing change that impacts on safety
- Understanding of the impact of change
- Supporting and preparing for impending changes

Organizational Change

- Understanding why in excess of 50% change efforts fail to fully meet expectations.
- Recognising that change is made by people who adopt new attitudes and behaviours.
- Understanding the holistic nature of change - that a change in one area must have an impact elsewhere.
- The importance of aligning change with culture
- Strategies to identify the consequences of change
- Introduction to popular change models that focus on the organisation

Why People Respond the Way They do to Change

- Identifying and appreciating the reactions to change
- Understanding the emotional reactions to change
- Applying strategies that help personnel change:
 - ADKAR Model for Change Management
 - Kubler Ross Change Curve

Change Leadership

- Preparing for Change
- Understanding yourself and change
- Building Support
- Influencing Responses to Change
- Change monitoring and feedback
- Change Leadership Skills

Reality Check

Review changes/a change happening in their organisation and evaluate it against workshop learning.

Follow up: Included in the workshop fee is external follow up that includes email reviews.

About Safety X

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

Workshops we provide include:

- Coaching and Mentoring for Safety Professionals
- Presentation Skills for Safety Professionals
- Influencing Skills for Safety Officers
- Building Organisational Influence – Workshop for Safety Professionals.

For further information,

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