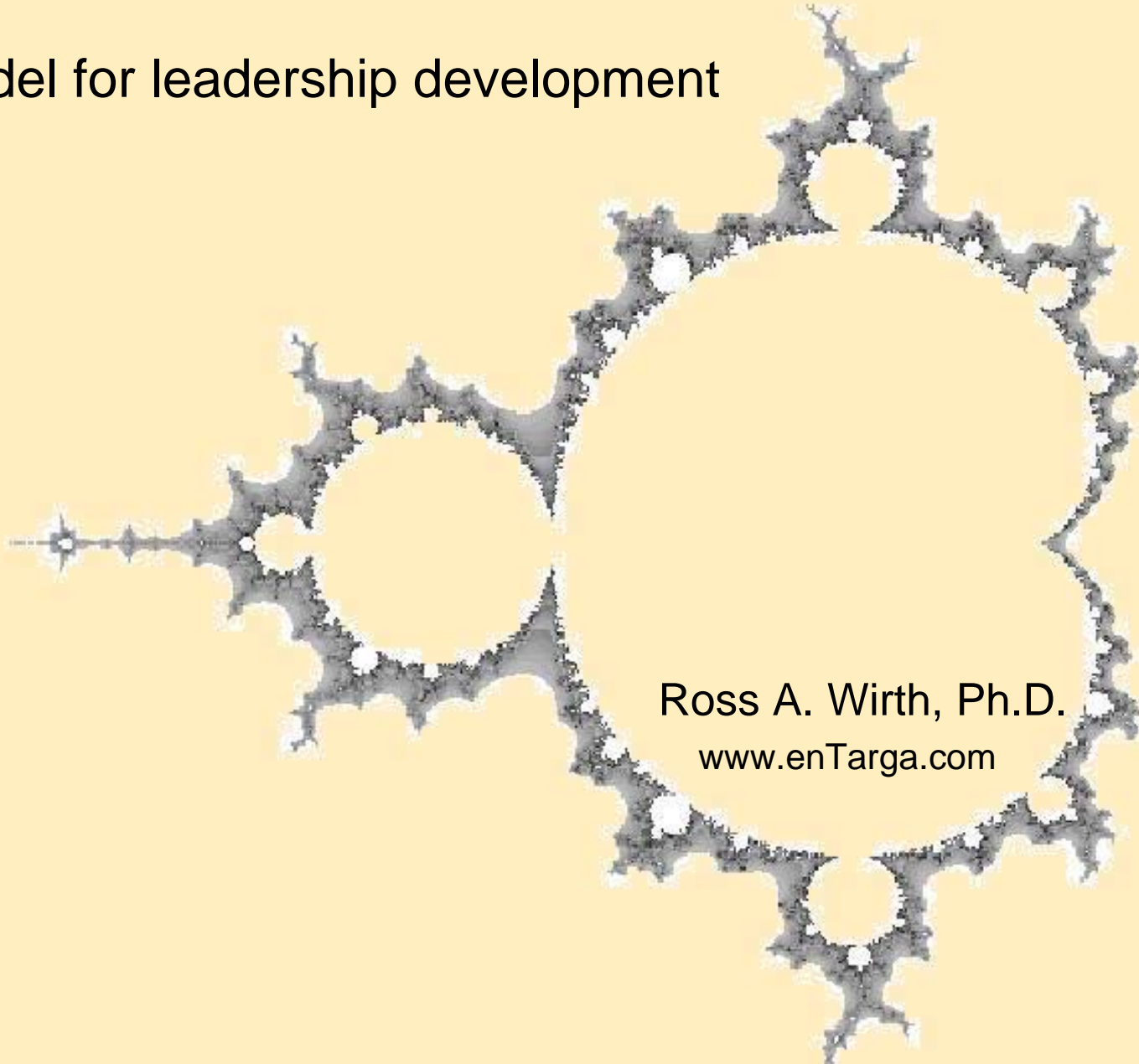


# Building Leadership for Safety

a model for leadership development



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# Leadership for Safety

- Responsibility for Safety cannot be isolated
  - Everyone must be involved
- But, someone has to take the lead to get there
- This involves establishing an organization vision for safety and moving others toward that vision
  - This is Leadership for Safety
  - This is being an Organization Leader

# Steps toward Leadership

- Enabling organization culture
  - Tied to values & strategic goals
- Leadership competencies
  - Initiative, vision, enlisting, modeling, encouraging
  - Drivers of self-leadership
    - Grassroots empowerment to take personal action
  - Self-initiated change leadership
    - Innovation, upward influence, & peer encouragement
- Leadership development
  - Wide array of resources available
- Targeting & engaging the leadership pool

# Development Objectives

- Understand the difference between leadership and management
- Learn how to articulate a vision that others embrace
- How to motivate others toward shared goals
  - Especially when relying on personal and not positional authority
- How to anticipate and deal with resistance
- Understand the importance of managing upward to gain approval for initiatives
  - And elimination of barriers
- How to track progress
  - And find encouragement when resistance is encountered

# Possible Workshop Topics

- Leadership vs. Management: Knowing when to use which approach
- Vision for Leadership
- Tapping into the passion of others
- The business case for safety: talking the language of management
- Developing high performance teams (when you're not in charge)
- Engagement: Getting others to follow
- Leadership metrics: Mapping & tracking progress
- Building a peer network: Getting ideas and encouragement from others
- Leadership implies Change (you don't need a leader to stand still)
- Challenging the process without alienating others
- Identifying opportunities & points of leverage
- Dealing with resistance from others (and self-doubts)
- Model leadership: You are what others perceive you to be