

This four-module training plan gives leaders a practical roadmap to strengthen safety culture by modeling behaviors, building skills, and driving accountability.

Module 1: The Power of Leadership in Safety

Purpose: Help leaders understand their influence on safety culture.

How to Use It: Reflect on how your actions (or inaction) set the tone for safety. Use group discussion and self-awareness exercises to recognize that what leaders tolerate, prioritize, and communicate shapes employee behavior.

Discussion Point:

“If safety doesn’t matter to the boss, why should it matter to me?”

Key Concepts:

- Culture is shaped by what leaders **say, do, and tolerate**.
- Employees take behavioral cues from leadership.
- Safety is not just an EHS function—it’s a leadership responsibility.

Activity:

List a time when a leader’s actions (good or bad) influenced your view of safety.

Module 2: Model the Behavior You Expect

Purpose: Reinforce the importance of leading by example.

How to Use It: Commit to consistent actions like wearing PPE, addressing issues constructively, and engaging in safety activities. Use real-life scenarios to practice handling common workplace safety challenges.

What It Looks Like:

- Always wear the correct PPE—no exceptions.
- Stop and correct unsafe behaviors constructively.
- Ask safety-related questions during check-ins or team huddles.
- Participate in safety meetings, audits, and incident reviews.

Why It Matters:

- Leaders who visibly “walk the walk” create credibility and trust.
- Employees mirror leadership’s level of commitment.

Practice Scenario:

Your team skips wearing eye protection during a quick task. What do you do?

Module 3: Building Safety Leadership Skills

Purpose: This module equips leaders with the practical skills and mindset needed to model and influence safe behaviors in the workplace.

How to Use It:

- Begin with a brief overview of the five essential safety leadership skills to set the tone.
- Facilitate **interactive workshops** to explore each skill in depth using real-world examples.
- Use **on-the-floor coaching** to reinforce concepts in live workplace settings.
- Conduct **scenario-based role plays** to practice conversations and decision-making under pressure.
- Wrap up with the **mini quiz** to reinforce understanding by matching each skill to an effective leadership behavior.

Essential Skills:

1. **Hazard Recognition** – Learn what to look for and how to respond.
2. **Safety Conversations** – Approach issues as a coach, not a cop.
3. **Incident Investigation** – Root cause over blame.
4. **Psychological Safety** – Encourage reporting and open dialogue.
5. **Risk-Based Decision Making** – Prioritize people over productivity.

Training Techniques:

- Interactive workshops
- On-the-floor coaching
- Scenario-based role plays

Mini Quiz:

Match the skill with the leadership behavior.

Here's a sample **Mini Quiz** designed to reinforce the connection between each essential skill and the corresponding leadership behavior. You can deliver this as a written quiz, a group discussion activity, or even a quick post-session game.

Instructions:

Match each safety leadership skill in **Column A** with the corresponding leadership behavior in **Column B**.

Column A: Skill	Column B: Leadership Behavior
A. Hazard Recognition	1. Creates an environment where employees speak up without fear of judgment.
B. Safety Conversations	2. Acts quickly and appropriately to eliminate or control identified risks.
C. Incident Investigation	3. Focuses on identifying what went wrong—not who did wrong.
D. Psychological Safety	4. Builds trust by engaging employees with open-ended questions and active listening.
E. Risk-Based Decision Making	5. Makes people-centered choices, even when they may impact productivity or timelines.

Answer Key for Mini Quiz: Match the Skill with the Leadership Behavior

- A → 2
- B → 4
- C → 3
- D → 1
- E → 5

Module 4: Holding Ourselves Accountable

Purpose:

This module emphasizes that accountability is a cornerstone of a strong safety culture. It encourages leaders to treat safety performance with the same rigor as any key business metric, promoting consistency, transparency, and fairness across all levels of leadership.

How to Use It:

- Start by discussing why safety must be measured and managed just like productivity or quality.
- Walk through each strategy for embedding safety accountability into daily leadership practices.
- Facilitate conversation around **leading indicators** and how to track them.
- Use real or mock examples to demonstrate how to include safety goals in performance reviews.
- Engage participants in the **template exercise** where they write or revise a performance goal that reflects safety leadership expectations.
- Encourage peer feedback and discussion to refine goals and strengthen commitment.

Why Accountability Matters:

- Safety performance should be managed like any other KPI.
- Leaders need clear, measurable safety goals.

Strategies:

- Include **leading indicators** in reviews (e.g., # of safety walks, employee feedback, training completed).
- Make **safety part of performance evaluations** for all supervisors and managers.
- Reward proactive safety efforts—not just “zero injury” streaks.
- Provide feedback when safety expectations are not met.

Template Exercise:

Customize a performance goal that includes a safety leadership element.