

DELIVERING SAFETY CULTURE CHANGE USING THE HEARTS AND MINDS TOOLKIT **HSE025**

COURSE DESCRIPTION

A mature safety culture involving personal responsibility is required for the formal elements of Safety Management System to flourish. Hearts and Minds (H&M) is a tool-kit intended to help organisations to improve their HSE performance by leading the route to the top of the HSE culture ladder and providing the process and tools to get everyone involved and to facilitate behavioural change which represents the most important components of a solution.

H&M tools are mature now and evidence is building up that they are effective, especially when used in the context of a sound HSE management system with attention to personal responsibilities and consequences.

COURSE GOAL

To enhance participant's knowledge about H&M, and skills to enable him to use its tool-kit to create a truly proactive and generative approach to HSE management.

COURSE OBJECTIVES

By the end of this course, the participants will be able to:

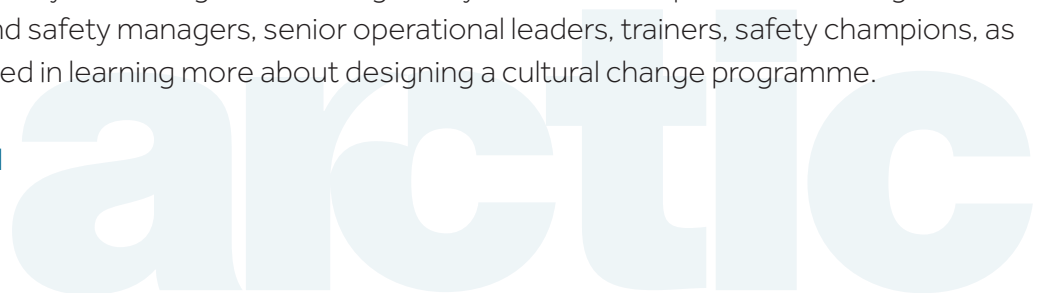
- Understand the fundamentals of safety culture change
- Focus on various stages of culture change programme from design to implementation and review.
- Appreciate the H&M spirit.
- Lead H&M workshops in their organizations.
- Understand the different H&M tools and their use.
- Prepare a plan for implementing cultural change in their organizations.

WHO CAN BENEFIT

Anyone with responsibility for leading or facilitating safety culture development and change. This may include health and safety managers, senior operational leaders, trainers, safety champions, as well as those interested in learning more about designing a cultural change programme.

COURSE DURATION

5 Working Days



COURSE OUTLINE

1. Awareness

- Safety Culture Change: An Introduction
 - Fundamentals of Safety Culture Change
 - Stages of Culture Change Programme
- Raising Awareness and Getting Manager Buy-in.
- Leaders Engagement in Culture Change
- Recruiting Champions/ the Project Team and Developing a Solid Cultural Change Plan.

2. Preparation

- Overview of H&M Tools
 - H&M Spirit
 - H&M Tools.
 - Objectives of H&M Tools
- Choosing the Right H&M Tools to Use.

3. Implementation And Review

- The HSE Culture Ladder
- Managing Rule Breaking Tool.
- Improving Supervision Tool.
- Sustaining a Change Programme.
- Monitoring and Reviewing the Results.

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