HOP|LAB

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Safety Leadership Program

Safety is more than compliance and control. It requires understanding the realities of frontline work, the challenges people face and the conditions that shape how work gets done. Safety isn't created through tighter control. It's created by understanding the realities of work and making it easier for people to succeed.

The Safety Leadership Program challenges traditional approaches to safety and rethinks what effective leadership looks like. Grounded in Human & Organisational Performance (HOP), organisational psychology and the New View of safety, the program explores how leaders can move beyond managing compliance to becoming active stewards of organisational performance.

Participants develop the understanding and practical skills to build trust, encourage contribution, remove friction and create an environment where people feel safe to speak up, share what they see and learn from everyday work.

The goal is to create leaders who shape the conditions for safer, more effective work – bringing leadership and frontline experience closer together to build organisations where people and performance can thrive.

IN-HOUSE SAFETY LEADERSHIP PROGRAM

Designed for organisations looking to strengthen safety leadership across their teams, the In-House program combines a two-day face-to-face workshop with ongoing monthly virtual coaching.

The program is tailored to your organisation's industry, operational challenges and learning needs, helping leaders build trust, encourage meaningful conversations, understand everyday work and develop practical approaches to improving workplace safety.

PUBLIC SAFETY LEADERSHIP PROGRAM

Designed for individual leaders and safety professionals who want to develop their safety leadership skills, the Public program combines a two-day face-to-face workshop with monthly virtual coaching.

Participants learn alongside professionals from different organisations and industries, sharing experiences, exploring new perspectives and developing practical ways to build trust, engage their people and improve how safety is approached in their workplace.

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What will I learn in the Safety Leadership Program?

You'll develop practical leadership skills to create trust, encourage open conversations and improve how safety is approached in your workplace. You'll learn to look beyond compliance, understand the conditions that influence how people work, recognise challenges and involve people in finding better ways forward. The program helps you lead safety through care, curiosity and collaboration.

What practical skills will I gain?

You'll build skills in having more meaningful safety conversations, listening with curiosity, building trust and recognising the challenges people face in their everyday work. You'll also learn how to encourage people to speak openly, identify opportunities for improvement, bring teams together to solve shared problems and create conditions that support safer work.

Who should attend this program?

The program is suitable for anyone who has an influence on workplace safety, regardless of their job title. This includes frontline leaders, supervisors, operational managers, safety professionals and senior leaders. Whether you're directly responsible for safety or influence decisions that affect how work is carried out, you'll gain practical skills to make a difference.

Is the Safety Leadership Program right for me?

Traditionally safety training often focuses on rules, procedures and compliance. This program takes a broader approach by helping leaders understand why work happens the way it does. Rather than simply asking whether people are following procedures, you'll learn to explore what helps or hinders safe work, understand operational pressures and involve people in improving the systems they work within.

How is this different from traditional safety training?

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Do I need prior HOP training or safety leadership experience?

The program is suitable for professionals at different levels and is designed to develop safety leadership capability. While the program is grounded in Human & Organisational Performance (HOP) principles, the focus is on building practical leadership skills that can be applied in everyday work. You don't need to hold a dedicated safety role to benefit from the program.

How is the program delivered?

The program begins with an intensive two-day, face-to-face workshop, followed by ongoing monthly virtual coaching sessions. This combination gives you the opportunity to explore new ideas, practise your leadership skills and apply what you've learned in your workplace. The coaching also helps reinforce learning and support lasting improvements over time.

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