

**TRAINING AND  
EVENTS FROM**



# **NEBOSH HSE Certificate in Health and Safety Leadership Excellence**

October 2023 Specification

**AIM:** To equip leaders with knowledge and understanding of effective health and safety leadership and understand how this enables them to work towards achieving safety culture excellence.

Demonstrate the importance of health and safety leadership excellence

Recognise indicators that can provide assurance to leadership teams that health and safety is being managed effectively

Model good leadership to positively influence health and safety culture

Recognise the impact of human failure on health and safety culture

Understand the impact of mental short cuts, biases, habits and beliefs on the decision-making process

Demonstrate a range of appropriate leadership styles.

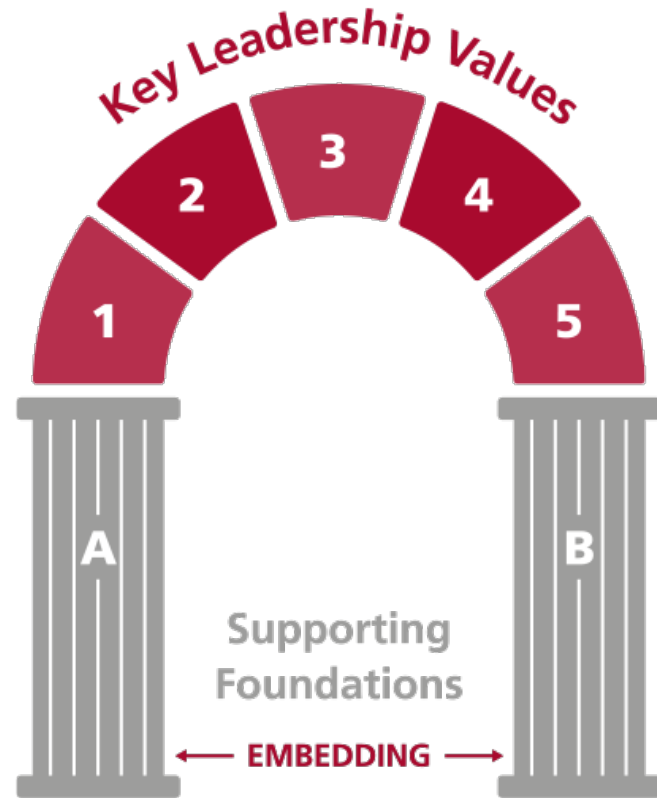
Integrate the five values and supporting foundations of the HSE's health and safety leadership model within their professional practice

Practice effective leadership communication to build relationships with the workforce

# HSE's Key leadership values

1. Building and promoting a shared health and safety vision
2. Being considerate and responsive
3. Providing support and recognition
4. Promoting fairness and trust in relationships with others
5. Encouraging improvement, innovation and learning

- A. Involvement/communication
- B. Effective role modelling



# Element 1: The foundations of health and safety leadership

1.1 Outline the reasons for and benefits of health and safety leadership excellence, the importance of an agreed health and safety vision and the business benefits excellent health and safety leadership brings

1.2 Discuss the moral, legal and business reasons for good health and safety leadership

1.3 Understand how leaders can gain assurance that health and safety is being managed effectively

1.4 Explain how good leadership can positively influence health and safety culture

# What is leadership?



## **Leadership**

Can be defined as the process of understanding people's motivations and leveraging them to achieve a common goal.

# Activity



## Activity

What do you think the reasons and business benefits are for effective health and safety leadership?



# The reasons for, and benefits of, effective health and safety leadership?

- Regulatory intervention/enforcement
- Investor expectations
- Client expectations
- Impacts on all stakeholder interactions:
  - productivity
  - investment
  - sales

# Activity



## Activity

When you are working with a good health and safety leader, what makes you think that they are good?

How do they exhibit the qualities of a good health and safety leader?





# Behaviours/traits of a good health and safety leader

A good health and safety leader will display behaviours that positively influence the workforce. They:

- Relentlessly drive the health and safety message forward, not as an add-on but as a fundamental business imperative
- Encourage communication
- Make changes to improve working conditions
- Lead by example and model correct health and safety behaviours
- Are actively engaged in health and safety committees and safety campaigns
- Encourage all levels of workers to adhere to site rules
- Advise workers of the consequences of unsafe working behaviours

# Characteristics of a health and safety leader

This could be a very long list but includes:

- Relentlessly driving the health and safety message forward (as a fundamental business imperative)
- being visible and proactive
- being able to articulate important messages across a wide variety of understanding and cultural mix.

# Activity



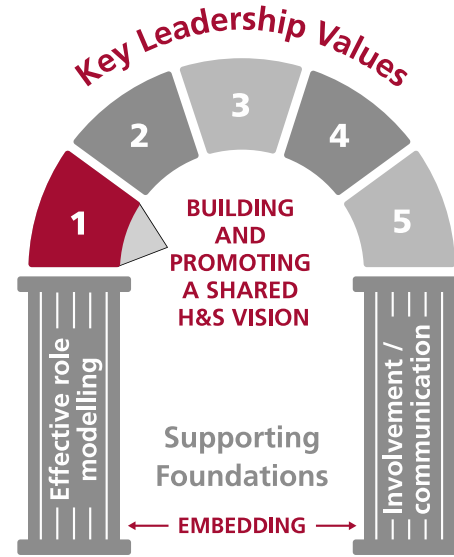
## Activity

What would be appropriate for the health and safety vision of your own organisation?

Does the present organisational vision contain or take account of these factors?

List what you think the most important components might be.

# Leadership Value 1 Building and promoting a shared health and safety vision



A long-term process that builds on current successes

The organisation's vision should be:

- Easily understood by all workers and other stakeholders
- Simple, succinct and non-ambiguous
- Looking to the future
- Time-bound so certain goals can be agreed and achieved