



Applying Organisational Psychology  
principles to safety and business  
improvement

# Change Management Workshop for Safety Professionals

Sydney

Melbourne

Brisbane

Perth

Hobart

## Introduction

Safety professionals are change agents. You create change at all levels of the organisation. At an individual level, you influence personnel to change the way they work. At a business level you change the way the business unit operates and at an organisational level you change the way the organisation carries out its business. In addition, you need to be aware of and be able and willing to discuss the safety impact of proposed changes initiated in other parts of the business.

This 2-day Change Management workshop for Safety Professionals program facilitated by Safety X is designed to support your development and implementation of change at all levels of your organisation from changing procedures to changing culture. You will learn about the integrated nature of organisational change, the steps involved in change and ways to manage resistance. As we recognise change only occurs through people, the course focus is on the human aspect of change initiatives.

## Key Learning Objectives

By attending this workshop, Safety Professionals should improve their understanding of and effectiveness in implementing and leading change. Specifically you should be able to:

- Describe your safety leadership role as a Change Agent;
  - Describe the characteristics of successful and unsuccessful change initiatives;
  - Apply several commonly used organisational change approaches to your change initiatives;
  - Explain the integrated, systems nature, of organisations and how the importance of identifying the impact of change on all organisation systems— avoid or reduce “unforeseen” consequences;
  - Describe why employees resist change, how this is normal human behaviour;
  - Explain strategies to overcome change resistance;
  - Design, implement and review change initiatives;
  - Use a variety of tools and techniques such as consultation and key stakeholder analysis, that help facilitate individual and organisational change;
  - Apply your personal skills to influence change,
- and have reviewed a change initiative against workshop learning.

## Who Should Attend

This workshop is designed to enhance the knowledge and skills of Safety Professionals responsible for creating individual, work unit and organisational safety change.

This workshop can also be tailored and provided in-house.



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## Broad Themes and Content

### Safety Professionals as Change Agents

- Role of Safety Professionals in organisational change:
  - Creating and managing change
  - Influencing change that impacts on safety
- Understanding of the impact of change
- Supporting and preparing for impending changes
- Critical factors in success of change

### Organizational Change

- Understanding why in excess of 50% change efforts fail fully meet expectations.
- Recognising that change is made by people who adopt new attitudes and behaviours.
- Understanding the holistic nature of change - that a change in one area must have an impact elsewhere.
- The importance of aligning changes with culture
- Strategies to identify the consequences of change
- Popular Change models that focus on the organisation
  - Kotter's 8 Step Model for Change
  - Lewin's Three Stage Change Model
  - Prosci Enterprise Change Management

### Why People Respond the Way They do to Change

- Identifying and appreciating the reactions to change
- Understanding the emotional reactions to change
- Applying strategies that help personnel change:
  - ADKAR Model for Change Management
  - Kubler Ross Change Curve

### Change Leadership

- Preparing for Change
- Understanding yourself and change
- Change Management Techniques
- Building Support
- Influencing Responses to Change
- Change monitoring and feedback
- Change Leadership Skills

### Reality Check

Review changes/a change happening in their organisation and evaluate it against workshop learning.

**Follow up: Included in the workshop fee is external follow up than includes email reviews.**



## Change Management Workshop for Safety Professionals Registration

### Booking options

1. Book online at [www.eventbrite](http://www.eventbrite) by clicking on date and location you are interested in follow the link— (note Eventbrite registrations include a booking fee)
2. Email this form to [trevor@safetyx.com.au](mailto:trevor@safetyx.com.au)

### Delegate Details

Title..... First Name..... Last Name.....  
 Position.....  
 Postal Address.....  
 Postcode..... Telephone..... Mobile.....  
 Email.....  
 Special Requirements (dietary/disability etc).....

### Course Dates and Location

(To register through Eventbrite, click on date and location below and follow the link.

- [Sydney](#) 4th, 5th February 2019       [Brisbane](#) 18th, 19th February 2019  
 [Melbourne](#) 11th, 12th February 2019       [Perth](#) 18th and 19th March 2019  
 [Brisbane](#) 18th, 19th February 2019       [Hobart](#) 15th and 16th April 2019

### Registration

- SIA Member                                      \$1,336  
 Early bird  
     Before 31st December 2018    \$1,336  
 Non SIA Member                                  \$1,485

Prices include GST

### Payment Options

- EFT: An invoice will be forwarded upon receipt of your registration Purchase Order No.....  
 Credit Card: Please charge my total registration amount to my  MasterCard  Visa  
 Card No..... Expiry Date.....  
 Name on Card.....

A minimum of 6 of registrations is required for this course to go ahead. The maximum number of registrations per workshop will be 20. Delegates will be advised as soon as we reach the minimum number and the course is confirmed.

### Return this form to

### Terms and Conditions

Registrations for this course will close 5 working days prior to the commencement date unless sold out.

For further information,



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## Other workshops for Safety Professionals

We focus on the development of organisation behaviour and leadership skills of Safety Professionals. We believe that Safety Professionals are ideally placed to influence the organisation more broadly they understand the impact that behaviour and decisions have on the safety and well being of personnel.

Workshops we provide include:

- Change Management for Safety Professionals
- Presentation Skills for Safety Professionals
- Influencing Skills for Safety Officers
- Internal Consulting for Safety Professionals
- Safety Culture Development Workshop for Safety
- Building Organisational Influence – Workshop for Safety Professionals.

These workshops can be provided in-house and also through coaching.

For further information,

Visit our website [www.safetyx.com.au](http://www.safetyx.com.au)

2. Contact Trevor Strother

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Email: [trevor@safetyx.com.au](mailto:trevor@safetyx.com.au)



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