

Coaching and Mentoring Workshop for Safety Professionals

Introduction

Coaching and mentoring are processes that enable individuals to develop over time. They are useful when:

- Personnel return from a developmental experience or instead of attending off-the-job development;
- Creating and consolidating change;
- Following up when someone hasn't done what you've asked;
- Working with a colleague who may be at odds with your approach;
- Handling conflict between colleagues or between yourself and someone else.

As Safety Professionals usually do not have direct line authority when creating create change and requiring compliance, influencing techniques must be used. Coaching and mentoring are two of these influencing techniques to use to help achieve the integration of safety through organisations.

This 2 – day interactive, informative and engaging Coaching and Mentoring Workshop for Safety Professionals, facilitated by Safety X aims to equip participants with the knowledge, skills and tools needed to coach and mentor effectively.

It has been designed and developed in consultation with safety professionals who have extensive operational safety backgrounds.

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:

- Use ethical coaching and mentoring to achieve safety change and the integration of safety into organisations;
- Determine when to use coaching, mentoring, training, counselling or other performance management techniques;
- Develop and implement coaching and mentoring strategies that support behaviour change with accountability;
- Build and maintain trusting coaching and mentoring relationships;
- Apply key communication techniques —listening, objectivity, questioning, feedback, conflict management;
- Build in and demonstrate coaching and mentoring principles through their day-to-day personal leadership.

Who Should Attend

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

This workshop as with all of our workshops, can be tailored and provided in-house.

Broad Themes and Content

Safety Professionals and Practitioners as Coaches and Mentors

- What is coaching and mentoring;
- When to use coaching, mentoring or training, counselling and performance management;
- Change and changing behaviour;
- The ethics of coaching and mentoring.

Basics of Motivation and Performance in Coaching and Mentoring

- Fundamentals of why people do what they do;
- Ensuring beliefs about motivation and performance are consistent with evidence;
- Awareness of the impact personal beliefs and values may have on coaching and mentoring.

Determining your approach

- Understanding coaching approaches and when to use their principles e.g GROW, GROWTH, FUEL
- Establishing coaching agreements.

Creating and maintaining a trusting relationship

- Building and maintaining trust and credibility in the relationship;
- Understanding coaching and mentoring boundaries;
- Keeping confidentiality.

Coaching Communication

- Focus is on the coachee (its not about you),
- Active listening;
- Maintaining objectivity;
- Inciteful questioning;
- Giving effective feedback and building coachee confidence and empowerment;
- Defusing conflict; .

Skills Practice

Follow up:

We build in accountability through participant follow-up after the workshop's completion.

About Safety X

We focus on the development of organisation behaviour and leadership skills of Safety Specialists. We believe that Safety Specialists 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 Professionals and Practitioners
- Safety Culture Development Workshop for Safety Professionals
- Building Organisational Influence – Workshop for Safety Professionals

For further information,

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