

Building Organisational Influence

2-day Workshop for Safety Professionals

Introduction

Many organisational decisions, as well as manager and employee behaviour, impact on the Health, Safety and Wellbeing of personnel who work in our organisations. Much of the time, they are unaware of the Health, Safety or Wellbeing impact. It is the role of the Safety Professional to influence Managers and Employees so they:

- Are aware of the impact their decisions and behaviour has on people in our organisations
- Do consider Health, Safety and Wellbeing in their decisions
- Do change behaviour to achieve a positive impact on personnel within our organisations.

This challenging workshop is designed to;

- Expand your thinking of the extent of your “Circle of influence” to take a holistic view of safety in your organisation
- Develop your influencing competency
- Develop influencing strategies to use in response to key reasons why people behave the way they do. e.g. in change and conflict.

Key Learning Objectives

After this workshop, you should be able to:

- Describe the breadth of the opportunity for Safety Professionals to influence safety and business outcomes;
- Adapt your influencing approach in response to the situation to achieve desired safety outcomes;
- Build and maintain trusting relationships across the organisation to broaden your personal sphere of influence;
- Use a business focussed, evidenced base approach to increase influence.

and have developed an Action Plan focussed on a specific influencing issue you have.

Who Should Attend

Workplace Safety Specialists who are accountable for influencing others across organisations to accept responsibility for workplace safety.

Broad Themes and Content

Who Safety Professionals Influence

- The scope of influence for Safety Professionals
- Safety maturity level and the opportunity for influence
- Interrelationship of organisational activity and safety

Defining Influence

- What influence is and isn't - Influence, Persuasion, Coercion and Manipulation
- Expanding your Circle of Influence
- Influencing Styles

Developing your Influencing Competency

- Your DiSC® profile and Influence
- DiSC helps you to:
 - Understand your workplace behaviour, communication and relationship preferences;
 - What that means for your organisational influence strengths and weaknesses and development opportunities.

Broad Themes and Content

Key Organisational Development Principles

- Organisational Alignment
- Why people do what they do— Beliefs, Values and Safety Behaviour, Motivation, Habits

Influencing Change

- Why people sometimes resist change
- Influencing strategies for different stages of change

Influencing the Outcome of Conflict

- Introduction to the Thomas-Kilmann approach to conflict handling
- Using different conflict styles to influence outcomes.

Aligning Safety with the Business

- Aligning self with the Business
- Customer Focus
- Cost –Benefit and business
- Using evidence based arguments and having an enquiring mind

Building and Maintaining Trusting Relationships

- Importance of trust in influencing
- Building , maintaining trusting relationships — your personal “Trust Bank”
- How to rebuild lost trust
- Changing communication to Adult to Adult interactions. (using Transactional Analysis to influence)
- Changing relationships from Drama Triangle to Influencing Cycle

Developing your Influencing Strategy

- Aligning you safety strategy with the organisation.

Applying Learning

- Participants apply workshop learning to several safety related situations, including to a current work issue.

Planning for Return to Work

Develop an Action Plan to resolve a work related influencing issue.

Post Workshop Follow-up

Safety X

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
- Internal Consulting for Safety Professionals
- Safety Culture Development Workshop for Safety
- Building Organisational Influence – Workshop for Safety Professionals.

For further information,

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