



Health, Safety and Environment

Safety Supervision and Leadership

Course Introduction

Safety Supervision and Leadership

The supervisor is the one person who can take immediate, direct action to make sure that his or her work area is safe and healthful for all employees. Russell DeReamer, author of *Modern Safety Practices*, considers the supervisor the only person who can control employees, machines, and working conditions on a daily, full-time basis. In his text, *Occupational Safety and Health Management*, Thomas Anton relates that the supervisor bears the greatest responsibility and accountability for implementing the safety and health program because it is he or she who works most directly with the employee.

It is important that the supervisor understands and applies successful management and leadership principles to safety and health to make sure employees enjoy an injury- and illness-free work environment. Supervisors can demonstrate leadership by directly providing employees the resources, motivation, priorities, and accountability for ensuring their safety and health.

Enlightened supervisors understand the value in creating and fostering a strong safety culture within their department. Safety is elevated so that it is a value as opposed to something that must be done or accomplished. Integrating safety and health concerns into the everyday supervision allows for a proactive approach to accident prevention and demonstrates the importance of working safely.

Target Audience

- Health and Safety Officers
- Environmental Health and Safety professionals
- Health and Safety Managers
- All professionals use health and safety requirements in their work processes.

Learning Objectives

This course introduces you to key elements that help the supervisor demonstrate "5-STARS" supervision and leadership within the safety and health function.

The key 5-STARS of safety supervision and leadership are: Supervision - overseeing work activities to make sure employees are safe. Training - conducting safety education and training.

Accountability - insisting everyone complies with company safety policies and rules.
Resources - providing physical resources (tools, equipment, materials, etc.) so employees can work safely. Support - creating a supportive and psychosocial work environment (schedules, workloads, recognition, etc.) so employee do not work under undue stress.

Course Outline

- **DAY 01**

- Module (01) Overview of Safety Responsibilities**

- 1.1 Introduction
 - 1.2 Safety is Smart Business
 - 1.3 Supervisor Importance
 - 1.4 What the Law Says
 - 1.5 Employer Responsibilities

- **Day 02**

- Module (02) Identifying Hazards**

- 2.1 Introduction
 - 2.2 The Five Workplace Hazard Categories
 - 2.3 Supervisor Role
 - 2.4 The Person Conducting the Inspections
 - 2.5 Effective Safety Inspection Checklists
 - 2.6 The Job Hazard Analysis (JHA)
 - 2.7 Two Important Reactive Strategies

Module (03) Correcting Safety Hazards

- 3.1 Introduction
- 3.2 The Hierarchy of Hazard Control Strategies
- 3.3 Elimination and Substitution
- 3.4 The Solution
- 3.5 Improving Safety Management Systems
- 3.6 Symptoms - Observable/Measurable Indicators
- 3.7 Causes - What the Symptoms Say

• Day 03

Module (04) Providing Safety Training

- 4.1 Introduction
- 4.2 Why Employees Don't Comply With Safety Rules
- 4.3 The Supervisor Is The Key
- 4.4 Supervisors Should be Trainers
- 4.5 When Safety Training Should Occur
- 4.6 Training at Safety Meetings
- 4.7 Common Sense or Individual Good Sense
- 4.8 Every Culture is Different
- 4.9 Training Topics
- 4.10 Important Guidelines About Safety Training
- 4.11 Model Training Strategy

Module (05) Providing Safety Supervision

- 5.1 Introduction
- 5.2 The Key to Safety Supervision is Supervision
- 5.3 Delegate
- 5.4 Leaders Know How to Use Recognition
- 5.5 Withholding Injury Reports
- 5.6 Management-Level Behaviors
- 5.7 Safety Leadership

• Day 04

Module (06) Ensuring Accountability

- 6.1 Introduction
- 6.2 Accountability
- 6.3 Accountability Systems

Module (07) Creating a Culture of Consequences

- 7.1 Introduction
- 7.2 Using Consequences
- 7.3 Consequence Categories

• Day 05

Module (08) Safety Leadership

- 8.1 Introduction
- 8.2 What Works: Tough-Caring Leadership
- 8.3 What Doesn't Work: Tough-Coercive Leadership
- 8.4 What Doesn't Work: Tough-Controlling Leadership
- 8.5 What Leadership is NOT
- 8.6 The Five Levels of Leadership
- 8.7 Workplace Culture
- 8.8 Management + Leadership = Culture
- 8.9 EXERCISE

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 19, 2025	May 23, 2025	5 days	4250.00 \$	UAE - Dubai
Aug. 18, 2025	Aug. 22, 2025	5 days	4950.00 \$	Singapore - Singapore
Nov. 17, 2025	Nov. 21, 2025	5 days	4250.00 \$	UAE - Dubai