



Health, Safety and Environment

Coaching for Safety Performance

Course Introduction

Safety in the organization is not a sole responsibility of safety professionals. The safety culture of an organization can also be set by the leaders. Leaders have the responsibility to coach on and communicate safety and occupational health information, and address vital workplace safety issues and expectations.

This training course is designed to provide leaders and team members the skills they need to build strong coaching relationships and engage in productive dialogue about safety concerns needed in safety performance. Mainly, the course will discuss topics such as engaging in essential coaching conversations about team and organizational expectations and protocols related to safety in the workplace, tools, techniques, and practical coaching skills they can use as “Safety Coaches” to strengthen team-member accountability for following safety protocols, gain a renewed focus on optimizing the results of safety programs, and improve safety management and performance across the organization.

Target Audience

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

Learning Objectives

- Gain a comprehensive understanding of the importance of safety leadership in the organization.
- Motivate others to become more involved and concerned about safety.
- Identify coaching skills and apply coaching techniques for safety performance.
- Involve all team members in contributing to the safe operation of the business.

- Maximize safety performance by using a proven coaching process to initiate two-way communication.
- Regularly conduct developmental, motivational, and non-performance-related safety-coaching sessions.
- Establish positive and supportive working relationships with others.
- Ensure that others are committed to confronting and following through on safety issues in the workplace.

Course Outline

• DAY 01

Becoming a Safety Leader in the Organisation

- Safety critical operations and risks in the Oil and Gas Industry
- Importance of a Positive Safety Culture in the Industry
- Safety Leadership v Safety Management
- From Technical/Supervisory leader to a Safety Leader
- Behavioural Safety: concepts and the impact on safety
- Understanding “at risk” behaviours (Violations and Errors)

• Day 02

Advanced Behavioural Safety Influence

- Understanding your own and other behavioural styles
- ABC model of Behavioural Change
- Communication skills: questions and listening
- Influencing and negotiating: skills and techniques
- Situational awareness and human perception
- Advanced Interpersonal skills to challenge unsafe behaviours or acts

• Day 03

Leading Safety Performance: Teamwork & Coaching

- Defining Safety Performance
- Setting Safety Performance criteria and objectives
- Teamwork: principles and factors
- Motivational factors to influence Safety Performance
- Safety Coaching in the Process environment
- Key coaching skills for effective performance
- Assessing coaching skills
- Meeting ethical guidelines and professional standards
- Introducing Coaching Models – PEDICR, GROW, and RACSR Model
- Powerful 3-Step Coaching Model
- Focus
- Facilitate
- Feedback
- Advanced Communication Skills for Coaching & Mentoring
- Understanding self & others - personal communication styles
- Importance of Active listening
- SOLER Model for Active Listening
- Effective questioning techniques
- Language - verbal and non-verbal

• Day 04

Leading Safety Performance: Teamwork & Coaching (Continuation)

- 4-Step Performance Management for Coaching
- Behavioral Targets
- Communications (Level of Expectations)
- Consequence for Performance
- Consequence for Non-Performance
- Understanding Human Behavior and Performance Impact
- Overcoming Common Influences on Behavior
- Engaging Discretionary Efforts
- Coaching Techniques
- When to Coach & when not to coach
- Suitable coaching environment
- Motivating others to become more involved and concerned about safety.
- Getting your team involved and committed

• Day 05

Safety Leadership: Developing a Safety Culture

- Safety Leadership: embodying the organisation
- Defining the vision and delivery of safety
- Gaining support and buy-in from key stakeholders
- Creating a sustainable safety climate and culture
- Commitment to improving workplace safety

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 4, 2025	May 8, 2025	5 days	4250.00 \$	KSA - Riyadh
July 21, 2025	July 25, 2025	5 days	4250.00 \$	UAE - Abu Dhabi
Dec. 22, 2025	Dec. 26, 2025	5 days	4250.00 \$	UAE - Dubai