

Making the railway system
work better for society.

Safety Leadership Training

OBJECTIVES

The main objective of the course is to make the managers aware of the importance of being safety leaders.

The training course emphasises the need to put safety at the forefront of daily actions, in every decision made.

After the course, each participant should have a clear idea of what safety leadership is about and on how to improve.

METHODS

The 1-day training session has a modular structure.

The background is the film “Between the Lines” which describes the circumstances of an accident and provides lessons to be learned.

The following training tools are used during the course:

- *Presentations with supporting materials, illustrated with real-life cases;*
- *Interactive dialogue between the participants and group work sessions guided by the facilitators;*
- *Practical role-play to foster the adoption of the concepts.*

AGENDA (1 day)

Time	Module	Training Objectives	Training Methods
09:00-09:20	1. Introduction	Present the benefits of the training, detail content and specify practical arrangements.	Interactive round table; presentation
09:20-09:45	2. Three Safety Pillars	Understand how safety performance in industry has improved over time. Introduce leadership as part of the safety pillars. Distinguish leader and manager.	Video clip on Human and Organisational Factors; presentation
09:45-10:30	3. Safety Vision	Work individually and within a group on the core notions of vision and safety vision based on the railway safety fundamentals.	Individual exercise; visualisation; group debrief; film sequence; group exercise
Break (30')			
11:00-11:45	4. ABC Behavioural Model	Understand behaviour to make it change using the model "Activators-Behaviour-Consequences".	Film sequence; presentation; group exercise
11:45-12:30	5. Just and Fair Treatment	Understand the importance of systematically applying a method for recognition and sanction.	Film sequence; presentation; individual exercise
Lunch (60')			
13:30-14:30	6. Safety Leadership Principles	Get acquainted with the safety leadership principles and expectations.	Film sequence; individual exercise; role play; self-assessment
14:30-15:00	7. Decision-Making and Trade-Offs	Understand the importance of decision making in safety performance. Share methods to integrate safety within daily decision-makings.	Film sequence; presentation
15:00-15:15	8. Personal Engagement	Establish an individual action plan to improve safety leadership skills.	Film sequence (end); Individual reflection based on self-assessment
Break (30')			
15:45-16:15	9. Safety Culture	Get acquainted with the European railway safety culture model. Understand the role of safety leadership in the development of a positive safety culture.	Presentation
16:15-16:30	10. Closure	Round-table and evaluation.	Interactive round table