

Taking the L.E.A.D. in Safety

Today an organisation has a legal and moral responsibility to ensure their workplace and workforce is safe. Gone are the days when not much more than lip service was paid to Safety. Instead, in many leading organisations, Safety has become an overarching value that is driven from the top down.

Over the past several years Learning Dimensions has worked with a number of significant organisations to bring their important value of safety to life – developing a culture in which safety is everyone's responsibility. One of the key safety leadership tools we've developed is the **L.E.A.D.** Model.



LOOK & OBSERVE:

- Systems
- People
- Reports/trends
- Behaviours/stories
- Store visits

ENGAGE:

- Determine your approach
- Create an opening line which avoids defensive behaviour

ASK QUESTIONS:

- Be curious
- Avoid defensive reactions

DISCUSS CONSEQUENCES:

- Actions for follow up
- What will occur if these actions do not happen?

We use this easy to remember **L.E.A.D.** model to guide safety conversations and to keep safe behaviour occurring through acknowledgement.