

Humanising Safety™ Program



The world of safety for professionals and leaders can often be unclear. In an industry that divides the safety world into one of two camps, either traditional or contemporary safety, the lack of knowledge continues to propagate through books, publications, podcasts, social media, and conferences, leaving safety professionals and leaders feeling more muddled than informed.

Our Humanising Safety Program provides a practical approach to human-centric safety in a workshop format, collating the best elements of traditional and contemporary approaches for safety professionals and leaders to practise at work. By following our four-step approach to humanising safety, participants will learn to apply humanistic safety principles to any workplace where safety is valued.

This Humanising Safety Program explores the realm of human-centric safety and its intricacies, unpacking topics such as the contradictions and dilemmas of workplace safety, the psychology of safety, the human condition and its contribution to the safety of work, and how safety leaders can synthesise the collective knowledge, skills, expertise, and lived experiences of the people who make up an organisation. Featuring group exercises and case studies, these workshops allow participants to navigate the vast sea of information surrounding the opportunities and pitfalls of traditional and contemporary safety approaches through a lens of human-centric safety.

Facilitator Bio:

Tim D'Ath is a senior safety executive and people leader in Melbourne, Australia. He has more than 15 years of experience leading high-performing teams in both corporate and high-

risk operational environments. Prior to this, Tim spent ten years as a construction worker, mobile plant operator, offshore oil rig roustabout, deckhand, and trade assistant. His experience in frontline worker roles has directly shaped his approach to working as a safety professional, acknowledging the skills, experience, and perspectives of frontline workers in the development of safety programs. He specialises in the psychology of safety with extensive experience implementing contemporary safety approaches and psychosocial well-being strategies and developing health and safety governance frameworks across complex matrix structures. He has worked in diverse industries including construction, maritime, aviation, and utilities, applying humanistic safety approaches in highly regulated work environments.

The content and delivery of the **Humanising Safety Program** is most effective when customised to the needs of the client, considering the context of the work performed and the types of safety and cultural challenges faced by the client. The below **Humanising Safety Programs** are provided as a starting point for our clients, with content amended, added or removed depending on where our clients are on their safety journey.

Our workshops are facilitated at our clients' premises with any catering and other arrangements provided by our clients.

Humanising Safety for Leaders – Full day workshop (Supervisors, Leaders, Executives and Directors)

The engaging and interactive program focuses on the human origins of workplace safety, including an outline of our pragmatic **four step process to humanistic safety and wellbeing**. This program can be covered for smaller groups in one full day or for larger groups over two days. The program covers elements including:

- Defining safety: How to navigate the landscape of safety models in the context of the work you do (traditional and progressive safety models). Making safety about people again
- The psychology of workplace safety: Embracing the human condition and how it contributes to the safety of work, the neuroscience of workplace safety, establishing a healthier relationship with failure, and how safety is socially constructed in workplaces
- Our safety brain: A crash course in the limitations of the human brain, cognitive shortcuts, managing biases and the psychology of risk-taking behaviours
- Our four-step approach to humanising safety:
 1. Get to know your people
 2. Make safety simple
 3. Involve end-users in the design of safety programs
 4. Crowd source for safety solutions
 5. Bringing it all together in a human-centred safety strategy

- Participants each receive a copy of Tim D'Ath's book: *Humanising Safety – A four step approach*

Audience size: 10 – 30 (Maximum of 30)

Pricing: Dependent on the needs of the client (plus travel expenses and accommodation if outside of Melbourne)

Humanising Safety with our Frontline – Half day workshop (Frontline Workers, Supervisors and Leaders)

The half day program is a shortened version of the full day program, covering similar concepts in a faster-paced format whilst maximising engagement through group exercises that focus on sharing perspectives. This workshop is ideal for blended audiences (management and frontline workers) where the exploration of humanistic safety concepts is undertaken as a shared learning exercise with direct input from the frontline.

With a basic introduction to the underlying psychological principles of workplace safety and psychological safety, this half day workshop is great option for clients looking to engage their frontline workers in co-designing practical safety strategies to address specific challenges faced by management and the workforce, whilst building the safety culture of the organisation through demonstrated collaboration. The primary focus of this workshop is our four step approach to humanising safety.

Participants each receive a copy of Tim D'Ath's book: *Humanising Safety – A four step approach*

Audience size: 10 – 30 (Maximum of 30)

Pricing: Dependent on the needs of the client (plus travel expenses and accommodation if outside of Melbourne)