



SPURS

H&S Leadership
Programme

A UNIQUE DISTANCE LEARNING HEALTH AND SAFETY LEADERSHIP DEVELOPMENT PROGRAMME

For businesses that want to enhance the health and safety leadership behaviours of key personnel within their organisation, whether directors, senior managers or a SHE team, and strategically increase legal compliance, Yellow Triangle offers its unique “**SPURS Leadership Programme**”

Spur¹ [spur]

1. *Promote the development of; stimulate*



THE PROGRAMME

SPURS incorporates a unique, comprehensive question set – tailored as appropriate to Directors, Senior Managers or SHE Personnel - that measures the full range of contributions and leadership behaviours expected today from leaders. It provides an invaluable insight to those wanting to really see the footprint they are currently making as a leader, and then to focus on enhancement in the right areas.

The question sets explore all of the actions and recommendations expected within, for example, the HSE’s Plan, Do, Check, Act model of health and safety management, which achieves a balance between the systems and behavioural aspects of management, and treats health and safety management as an integral part of good management generally.

The questions also address the full range of leadership behaviours that we know are vital for excellence in health and safety, following research, public inquiries and guidance, and test understanding of legal accountabilities.

Reflection and self-perception bring value for participants at the outset of the programme, but it is the feedback of up to 10 colleagues and contacts who can speak to their experience of the actions, behaviours and qualities of the participants, and their honesty regarding areas for improvement, that provide a full and detailed picture of the participants’ performance.

The findings are carefully analysed and discussed one on one with participants to inform a truly bespoke development plan, to help each become a better leader in health and safety.

Participants then have access to a substantial resource library, with videos, guidance notes, case studies and checklists to aid implementation of the development plan they have committed to.

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1

Starting point assessment

The programme begins with:

An online 360 exercise, to cause reflection by participants upon their past and current behaviours in the field of health and safety leadership, and receive feedback from up to 10 colleagues/others of differing seniority, using a combination of scoring and free text; *and*

For participants, a scenario is provided inviting a number of questions based upon it to explore current understanding of personal and corporate responsibilities.



2

Potential opportunities to improve

The 360 exercise results are analysed and a tailored request for evidence of selected behaviours is made to participants. The full 360 report is then shared with participants illustrating the differences in their self-perceptions and the scoring and comments of their feedback group.

Guidance is provided on how to use the report to begin to identify potential development actions.

Tailored feedback on the scenario and evidence shared is also provided.



3

Understanding what's required

A one to one call by telephone or video is then arranged with one of Yellow Triangle's senior team members in which the report is discussed in detail and potential development actions are discussed.

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Resolution to change

Reflecting upon the 360 exercise findings and the one to one discussion, participants will finalise a development plan they are committing to which is logged via the SPURS online portal, is printable and allows participant to track their progress.



Support, information and motivation

To help participants implement their action plan, they are invited to consider a range of Yellow Triangle's training and educational resources such as videos, guidance notes, case studies and checklists available online in the areas of lower scoring, limited existing knowledge or matters specified in their action plan. Guidance relevant to different industries will also be provided to tailor the educational aspects to what is relevant to participants.

About your Programme Leader



Madeleine Abas is a specialist Health and Safety Lawyer and has some 26 years' experience in advising and training substantial organisations across industry and the public sector in health and safety requirements.

As well as having extensive training experience, Madeleine is asked to speak at a wide range of industry conferences, as well as being a regulator contributor to industry publications.

Madeleine is widely recognised as a leader in her field and a designer of innovative learning and development programmes.

"Tremendously helpful and thought provoking"

"Our senior team have provided feedback and said this was an excellent programme that has renewed their commitment to excellence in safety and health."

"Very insightful. I was humbled to see the positive impact I'm having in some areas, and can see now where I can do better in future."

"Everyone should go through this"

"I am thrilled my employer selected me to participate in this programme. I have learned so much about what I'm doing well, and what I need to do differently."

COSTS

**£435 plus VAT
per person**



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