



Impact Learning Partners
Capability That Stays

Impact Learning Partners presents:

SAFETY THRU LEADERSHIP™

Turning your Safety Manual into everyday
Leadership Behaviour

Build around Your systems. Your Regulations.
Your Reality.

Safety Thru Leadership™

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Meet your Instructor:



Peter Kidd

Co-founder, Master Trainer



The Hard Truth About Safety Programs:

Most organisations already have:

- A detailed safety manual
- Clear processes and procedures
- Regulatory compliance documentation
- Audit systems
- Incident reporting tools

Yet accidents still occur. Why?
Because safety systems don't fail on paper.
They fail in behaviour.

Programs sit in binders.
Regulations stay in compliance files.
Manuals are reviewed once a year.

Safety lives in daily decisions.
And daily decisions are shaped by leadership behaviour.

That's where Safety Thru Leadership™ begins.

The Core Transformation

This 5-day, customized programme transforms safety from:

- Written standards → Visible leadership routines
- Compliance → Accountability
- Reactive reporting → Proactive prevention
- "Safety department responsibility" → Shared ownership

It turns your existing safety system into a living operating discipline



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Fully Tailored to Your Organisation:

Before delivery, we:

- Review your safety manual
- Align with your internal processes and procedures
- Integrate your safety KPIs and reporting systems
- Reference your country's regulatory framework
- Use your real case examples and incident history

Participants do not learn “industry examples.”

They work with their own systems.

That creates immediate relevance and ownership.

Who This Programme is Designed For:

- Operators executing frontline work
- Supervisors influencing daily behaviours
- Middle-management shaping culture and accountability

Safety culture does not change at one level.

It changes across roles.

By the end of the 5-day Safety Thru Leadership™ programme, teams will:

- Understand the real business case for safety within their operational context
- Translate internal safety procedures into daily leadership actions
- Conduct leadership-focused safety observations aligned to company standards
- Build coaching-based safety audits (not blame-based)
- Identify root causes behind unsafe behaviours
- Strengthen cross-role accountability
- Develop a 30-day implementation plan customised to their department

**This is not academic.
This is operational.**

The 5-Day Customised Journey



Day 1 – Your Safety Reality Check

We analyze real organizational patterns.

- Review recent incidents or trends
- Identify leadership behavior gaps
- Compare written standards vs. daily practice
- Define your “visible risk zones”

Outcome: Organised clarity



Day 2 – Making Your Standards Visible

Your manual becomes daily routine.

- Convert safety procedures into visible workplace standards
- Align inspection systems with your existing policies
- Clarify what “good” looks like operationally

Outcome: Reduced ambiguity.



Day 3 – Leadership Gemba & Proactive Observation

Safety as active leadership behavior.

- Conduct structured leadership walkthroughs
- Use coaching-based safety questioning
- Focus on prevention, not punishment

Outcome: Issues identified before incidents occur.



Day 4 – Audit Systems That Build Culture

Aligned with your scoring and regulatory frameworks.

- Review your audit structure
- Identify behavioral gaps in follow-up
- Build role-specific accountability routines
- Ensure regulatory compliance alignment

Outcome: Fair, consistent reinforcement.



Day 5 – Sustain Through Leadership Discipline

Make it permanent.

- Design leadership safety routines
- Build recognition mechanisms
- Define safety KPIs that reinforce behavior
- Create a 30-day and 90-day plan aligned to your structure

Outcome: Safety integrated into leadership DNA.



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Safety Thru Leadership™

Peter's Badges



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