



**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™

Turning your Safety Manual into everyday Leadership Behaviour

Build around Your systems. Your Regulations. Your Reality.

Meet your Instructor:



**Peter Kidd**

Co-founder, Master Trainer



## The Hard Truth About Safety Programs:

**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.

**Most organisations already have:**

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

**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 reorganizational 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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