



*The* **Amerisafe Center for  
Safety Leadership**

Safety leadership workshops designed to  
**strengthen your culture and profitability**  
for total company improvement

# WORKSHOP GUIDE



## Training Challenges

In-person training requires a massive effort, extra expense, and pulling much of your team off production to spend the day(s) in a conference room.



- Supervisors kick and fuss because it takes them off the line.
- Unfortunately, you're paying a trainer for the day(s), so you need to maximize attendance.



- You'll need to secure a space large enough to accommodate your attendees.
- And don't forget the potential travel and social distancing headaches.

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## Training Solutions

Amerisafe's **highly interactive, live, online** workshops remove the hassle and headaches associated with in-person training.



- We work with you to divide your teams into multiple cohorts, scheduling at a timeline that works for you. Everyone gets an opportunity for great training while still maintaining production.



- Forget the auditoriums and conference halls. Your team members can attend from anywhere with solid internet connection.

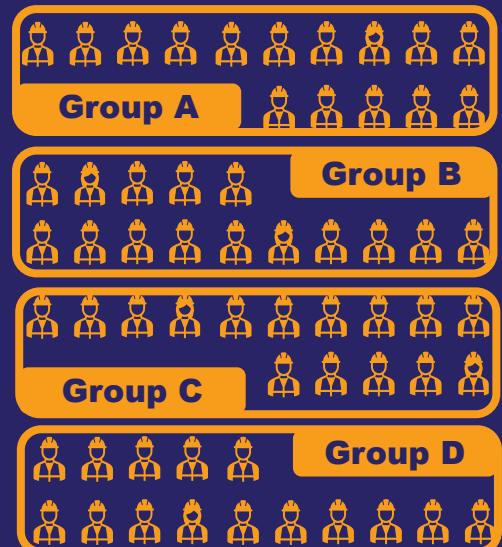


## How it works



**Scheduling nightmare?**  
How would we train this many people?

- ✓ **Schedule at your pace**
- ✓ **Manageable groups**
- ✓ **Production uninterrupted**
- ✗ **No Travel and Extra Expense**
- ✗ **No Social Distancing Headaches**



## Executive Leadership Workshop

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*Visualize a culture of safety with the highest levels of the organization.*

What does great look like? As an organization adopts safety into the culture, the company's leaders must become clear and focused on the goal they're working towards. We'll partner with you to facilitate a strategy towards a successful culture of safety throughout the organization.

## Fundamentals of Safety for Supervisors

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*Learn the principles and practices of effective safety management.*

Through student-centered interactive sessions with consulting safety professionals, participants gain an understanding in the framework for safety management, regulatory requirements, available resources, industry-specific risks, and developing an action plan.

## Safety Leadership Development Series

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*Invest in safety leaders across your organization to build a winning culture.*

As an organization engages safety, all leaders must be informed and equipped to carry out their role as a safety leader. This series includes five workshops specifically designed to engage leaders through processes, defined behaviors and development of interpersonal skills. The five workshops included in this series are:

- Safety Leadership
- High-Impact Observations
- Physical Hazard Identification
- Job Safety Briefings
- Incident Investigation & Response

Leaders from any function in the organization will walk away with the knowledge and skills necessary to become a champion for safety. Action items and clear objectives prepare the leader to take learning beyond the classroom and implement key learnings immediately.



## Recommended Training Path & Timeline

This series of workshops - combined with **optional** individual coaching - is designed to develop and engage your organization’s leaders through an experiential learning environment and equip them to lead behavioral and cultural change.



Attendees can join from any facility, worksite, at home, or on the road using Zoom video conferencing, allowing for safe social distancing while maintaining interactive engagement.

Mo. 1    Mo. 2

Recommend rhythm:  
every six to 12 weeks

Executive Leadership Workshop



Fundamentals of Safety for Supervisors<sup>1</sup>



### Leadership Development Workshops & Individual Coaching<sup>2</sup>

Safety Leadership



High-Impact Observations



Physical Hazard Identification



Job Safety Briefings



Incident Investigation & Response



<sup>1</sup> This workshop or OSHA 30 within previous 36 months is a prerequisite for Leadership Development Workshop series

<sup>2</sup> Individual Coaching to take place at your company’s facilities following each workshop.

## Take Learning Beyond the Classroom

Individual Coaching is recommended at the conclusion of each Leadership Development Workshop. This additional hands-on coaching reinforces the workshop principles in *your* actual working environment.



# Executive Leadership Workshop

As the beginning of the journey to adopting safety into your culture, your leaders must know what “safe” looks like. We’ll partner with you to visualize a culture of safety to effect lasting change.

This one-time workshop combines the best strategies from the Leadership Development Series to equip your executive leaders to be a champion for safety. Your executive leadership has the power to shape the culture of safety - just the same as productivity or profitability. We’ll equip you to lead the change.

## Course Objective

To join executive leadership in defining the vision for your culture of safety. Your leaders will leave with an understanding of their role in the process and the knowledge to coach other leaders in the organization.

## Post-Workshop Goals

- Executive leaders communicate their vision for a culture of safety.
- Executive leaders develop strategy to train leaders across your organization.

## Workshop Specifics

- 4-hour workshop
- Workshop materials for all attendees

## Who Should Attend

- Any individual in corporate leadership to include, but not exclusive to: C-Suite, Division Management, and Departmental Management



# Fundamentals of Safety for Supervisors

To develop a world-class culture, your supervisors must be trained as safety leaders. This starts with a ground-level understanding of safety and risk management processes.

This course is designed as an introduction to the principles and practices of effective safety management for those new to a safety-related role or operations professionals.

Through student-centered, interactive sessions with our safety professionals, your participants gain a deeper understanding of the framework for safety management systems, supervisory soft skills, regulatory requirements, industry-specific risks, roles, and responsibilities.

## Course Objective

To equip your operational leaders with the knowledge and skills necessary to identify hazards and develop solutions to reduce risk. Participants also walk away with basic knowledge of OSHA regulations and requirements.

## Post-Workshop Goals

- Safety leaders to communicate the importance of a strong safety management system to the success of your organization
- Safety leaders to state clear individual performance expectations for their role
- Safety leaders to identify common industry hazards for effective elimination

## Workshop Specifics

- 4 individual sessions – 4.5 hours each
- Industry-specific variations available
- Interactive learning environment
- Workshop materials for all attendees

## Who Should Attend

- Individuals who are either an operations supervisor or manager with safety responsibility, or one who is moving into a purely safety role



# Safety Leadership

## *Leadership Development Series Workshop #1*

Simply put, your leadership sets the foundation to achieve a winning culture. Leaders, in all capacities have the ability to help others succeed both personally and professionally. However, those leaders must first understand their role and develop the knowledge and skills necessary to lead cultural change.

This workshop sets the foundation for your safety leaders to recognize what a great safety culture looks like and understand their part in achieving this goal.

### **Course Objective**

To introduce your supervisors, managers, department heads, or any other employees on their roles and expectations as safety leaders. This workshop provides an opportunity for your safety leaders to recognize what a great safety culture looks like and understand their part in achieving “great”.

### **Post-Workshop Goals**

- Safety leaders to communicate the importance of a strong safety management system to the success of your organization
- Safety leaders to state clear individual performance expectations for their role
- Safety leaders to identify common industry hazards for effective elimination

### **Workshop Specifics**

- One session – 4.5 hours
- Interactive learning format
- Specified time for Q&A
- Workshop materials for all attendees

### **Who Should Attend**

- Any individuals in front-line supervisory or managerial roles





# High-Impact Observations

## *Leadership Development Series Workshop #2*

A high-impact observation is any conversation with your employee(s) initiated by a supervisor or manager in which exposure is observed, feedback is provided, and a two-way conversation is held to strengthen the use of best practices and understanding of exposures.

Safety contacts provide an opportunity to build stronger relationships between your supervisors and employees, but require the supervisor to engage and inform, not simply instruct.

### **Course Objective**

To develop your supervisors' abilities to recognize safe behaviors and communicate insights to employees in a way that reinforces engagement.

### **Post-Workshop Goals**

- Front-line supervisors to conduct periodic Safety Contacts
- Managers to conduct periodic Safety Contacts
- Manager to discuss what each supervisor finds from Safety Contacts or conduct one coaching contact with each supervisor

### **Workshop Specifics**

- One session – 4.5 hours
- Interactive learning format
- Specified time for Q&A
- Workshop materials for all attendees

### **Who Should Attend**

- Any individuals in front-line supervisory or managerial roles



# Physical Hazard Identification

## *Leadership Development Series Workshop #3*

Area inspections may be standard procedures for your supervisors, but how can your inspections be leveraged to increase effectiveness?

Science has taught us that by learning to analyze hazards as they interact with behaviors, your safety leaders can turn routine inspections into opportunities for employee engagement. Changing your approach and process can change the output - leading to leverage for future impact.

### **Course Objective**

Your leaders will learn how to leverage skills in Action Orientation as they apply to Physical Hazard Identification and exposure reduction.

### **Post-Workshop Goals**

- Front-line supervisors to conduct at least one Physical Hazard Identification
- Managers to conduct at least one Physical Hazard Identification per month
- Managers discuss what each supervisor is finding from their Physical Hazard Inspections at least once per month or conduct one Physical Hazard Inspection with each supervisor once per month.

### **Workshop Specifics**

- One session – 4.5 hours
- Interactive learning format
- Specified time for Q&A
- Workshop materials for all attendees

### **Who Should Attend**

- Any individuals in front-line supervisory or managerial roles



# Job Safety Briefings

## *Leadership Development Series Workshop #4*

A Job Safety Briefing is a series of interactions that focuses on the specific safety requirements, instructions and exposures associated with a work task. By building on knowledge and experience gained in Physical Hazard Identification, your safety leaders will develop skills to move from two-way coaching to leading a larger group.

Utilizing a genuine approach, your leaders can engage everyone in a conversation around safety as it relates to a specific task or subject.

### **Course Objective**

To develop supervisors' ability to lead effective Job Safety Briefings that engage everyone involved.

### **Post-Workshop Goals**

- Front-line supervisors to conduct Job Safety Briefings using anchor points at the frequency identified by your leadership team
- Managers to attend a supervisor Job Safety Briefing and affirm or coach observed supervisor

### **Workshop Specifics**

- One session – 4.5 hours
- Interactive learning format
- Specified time for Q&A
- Workshop materials for all attendees

### **Who Should Attend**

- Any individuals in front-line supervisory or managerial roles



# Incident Investigation & Response

## *Leadership Development Series Workshop #5*

When an incident occurs, your employees watch to see how your leaders respond. How your leaders interact with the affected employees and communicates to the team creates the atmosphere that affects your culture. When bad things happen, your credibility is on the line.

All supervisors may have an obligation to investigate the incident but maximizing the investigation can be an opportunity for positive change and to prevent recurrence.

### **Course Objective**

Learn how to apply credibility skills to respond appropriately to incidents and conduct effective root cause analyses.

### **Post-Workshop Goals**

- Attendees to review the most recent incident to ensure action items have been identified, closed, verified, and communicated to the work group.

### **Workshop Specifics**

- One session – 4.5 hours
- Interactive learning format
- Specified time for Q&A
- Workshop materials for all attendees

### **Who Should Attend**

- Any individuals in front-line supervisory or managerial roles



# Safety Leadership Development Series – *Refresher Workshop*

Congratulations! You've successfully tackled the Safety Leadership Development Workshop Series. It's been an exciting journey filled with education, new techniques, and best practices to develop and engage your teams in a culture of safe production.

Now, Amerisafe has developed a refresher program - **exclusively for graduates** - to refresh their learnings in a condensed, interactive workshop review.

## Course Objective

Reinforce the education and skills learned during the Safety Leadership Development Series. Review will include:

- Safety Leadership
- High-Impact Observations
- Physical Hazard Identification
- Job Safety Briefings
- Incident Investigation & Response

## Post-Workshop Goals

- All attendees should continue using their new skills to further engage with employees and improve their safety culture.

## Workshop Specifics

- One session – 4.5 hours
- Interactive learning format
- Specified time for Q&A
- Workshop materials for all attendees

## Who Should Attend

- Any individuals that have successfully completed the entire Safety Leadership Development Series





*The* **Amerisafe Center for Safety Leadership**

**> 95%** of attendees  
**HIGHLY RECOMMEND**  
for other supervisors



*Average 4.8 out of 5 stars*

**NPS® Score = World-Class\***



\*Any NPS score above 0 is "good". It means that your audience is more loyal than not. Anything above 20 is considered "favorable". Bain & Co, the source of the NPS system, suggests that above 50 is excellent, and above 80 is world class.



# Attendee Feedback



*“Very informative and the lessons were **spot on.**”*

*“**Made me think outside the box** and find different ways to improve the workplace and safety by **involving everyone**, not just supervisors and managers.”*

*“... a **great tool** to learn how to be a better safety leader.”*

*“**Would recommend this course** to all companies where safety is #1.”*

*“I really liked the virtual training environment –it **makes it easier** for employees to attend and for employers to allow them training time.”*

*“I **learned a ton** from how thorough the classes were.”*

*“These workshops are **helping me revamp programs** we have in place in our facility, and I’m **excited about the possibilities** for our safety program.”*

*“I **thoroughly enjoyed** all the courses and feel as though my Supervisors and Managers will learn a great deal from the information provided.”*

*“This is a class I’ve been needing and **gained a lot** of new information.”*

*“I thought it was **great working with everyone** instead of just listening to an instructor.”*

*“I thought the leadership aspects were **very beneficial** and something more supervisors could use training in.”*



# GET STARTED **TODAY**

To learn more about Amerisafe Center for Safety Leadership Workshops or to discuss a custom program for your organization, please contact:

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**Workers **Everywhere** Valued and Safe.™**

