

**Organisational Leadership** can be described as the process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task or goal.

Safety leadership is about **engagement at all levels** in the organisation inter alia the effect that it will have on the organisation in terms of safety leadership impact, safety process & procedure execution and operational practice of safe behaviours.

A direct relationship exists between **Leadership style and Safety Culture** in an Organisation.

This Leadership approach is often clearly visible in how Organisations **approach their decision making**

and problem solving regarding safety and risk i.e. how we identify and manage leading indicators through creating a

**reporting culture**

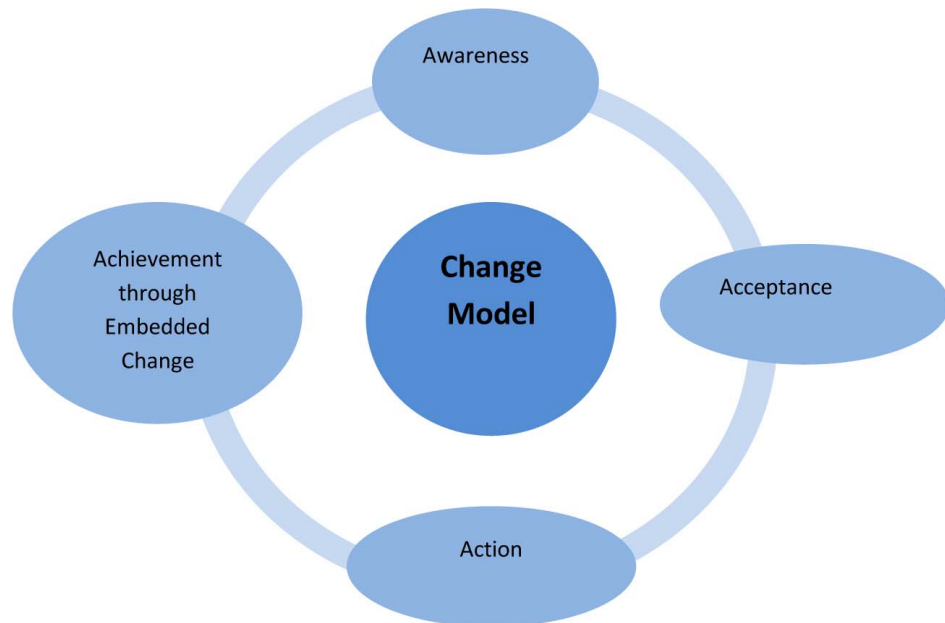
(the willingness of people to voluntarily report incidents without the fear of retribution) and whether we subsequently do get to the root causes of organisational incidents and failures through a

**Safety Culture of Engagement**

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The leadership style will directly influence the **effectiveness of problem solving techniques** and identifying the root causes. The diagram below illustrates the relationship between effective problem solving and the leadership style, creating a constructive, interdependent leadership style.

## HOW TO ENCOURAGE CONSTRUCTIVE, INTERDEPENDANT SAFETY LEADERSHIP



Leadership is not made for the individual but for the team. It is not through inspiration and goals, but by making sure that the team is motivated and that the team is working together.

