

# WHAT IF WE ALL BECAME A SAFETY LEADER?

When it comes to managing health and safety in the workplace, we all have a vital role to play. Our attitudes and actions will always shape the culture and safety outcomes of the organisation.

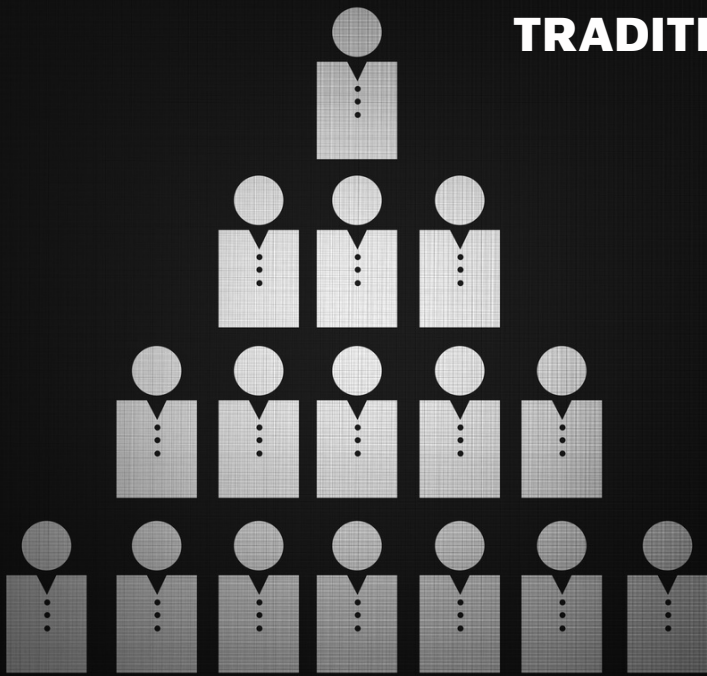
Imagine for a moment, the impact on our workplace if we were all to become safety leaders. What if we were to invert the leadership triangle when it comes to safety?



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# TRADITIONAL LEADERSHIP STRUCTURE



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## INVERTING THE LEADERSHIP TRIANGLE

Traditional leadership structures in corporations tend to have senior management (CEO, Executive Team) at the top, and the frontline team leaders with the frontline team sitting at the bottom of the structure with the level of authority typically diminishing as it cascades down.

Whilst this can be quite efficient for some areas of the business, it can, in some cases, also stifle the flow of communication and creative ideas. This is especially so when it comes to safety!

When you think about it, the CEO, Managing Director and senior leadership team more than likely have very little exposure to the risks that are present in their workplace.

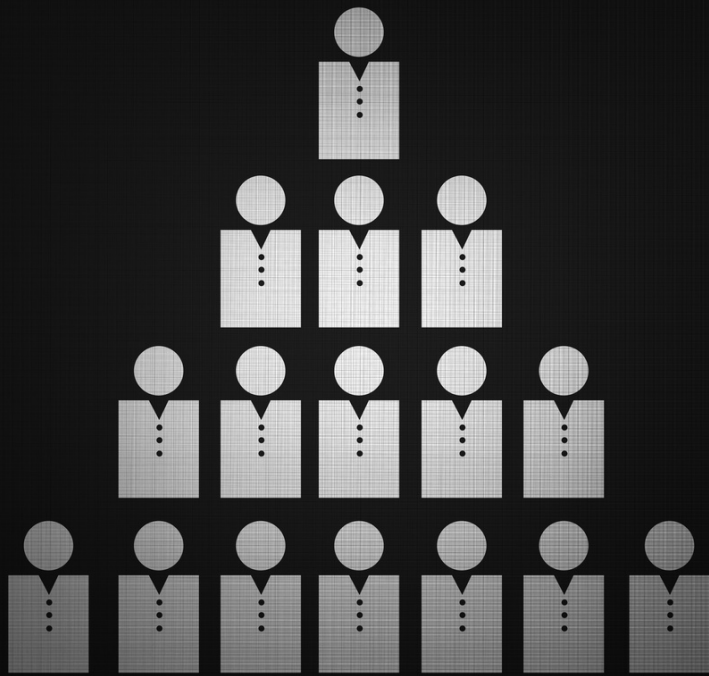
By inverting the leadership triangle, the army of frontline workers, those mostly likely to discover hazards and risks in the workplace, no longer need to focus on supporting those above them, but instead are supported by those placed in leadership positions below them.

The executive leader stands at the bottom of the organisation, sending a wave of support upwards. The individual now thrives in the environment where they are entrusted to make their process, system or task safer and more effective.

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## WHAT IF WE ALL BECAME A SAFETY LEADER?

- Motivation and engagement would soar as the entire work force are able to have a real impact on highly achievable safety goals
- Just imagine the domino effect. There would be:
- Less incidents, accidents and injuries
- This leads to better productivity
- Pride in the organisation grows as safety goals are reached
- Your organisation is seen as an employer of choice
- Meaning significant savings in dollar terms to the organisation

Everybody wins!

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# What is mental ill health costing you?

"Mental illness in Australia is costing workplaces an estimated R249 billion a year in lost productivity"  
– Productivity Commission Inquiry Report (2020)

It is also reported that employees with mental illness take, on average, 10 to 12 days off a year due to psychological distress (up to R147b in productivity). whilst on average, people with mental illhealth that attended work reported that they reduced the amount of work they did on 14 to 18 days a year because of their psychological distress (up to R102b in productivity).

A mentally healthy workplace is one that protects and promotes mental health and empowers people to seek help for depression and anxiety, for the benefit of the individual, organisation and community.

## Mental Health And Wellbeing Training

Mental health and wellbeing is perhaps the most significant health and safety issue in the workplace today. Produced in 2020, this 13 part series is a comprehensive guide to dealing with this very topic.

The first eight modules provide effective tips for managing mental health and wellbeing for the manager or supervisor. The final five modules detail how workers can assist in maintaining a psychologically healthy workplace. Furthermore, it also details how to manage their own mental health.

This 13 part mental health and wellbeing training program will arm your people with a myriad of ideas. In addition, they will learn skills on how best to deal with mental health and wellbeing.

Skillstrain understands the effect that covid has had on all. Whether it be adjusting to work from home or management integrating their teams back into the office.

Stress plays a huge part and we understand this, so herewith some critical toolbox talks options for companies like yourselves to pick and choose from.

## Titles in the series



**Coping with Change**



**How You Can Help**



**Your Own Mental Wellness**



**Stress Management**



**Building Resilience**



**Managing Change**



**The Implementations**



**Mental VS. Physical  
(Workers Edition)**



**Mental VS Physical Health**



**Managing Wellbeing**



**A Few Facts and Figures**



**Managing the Risks**



**The Warning Signs**