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# Pinnacle Safety Leaders

6 September 2022



MENA HEALTH, SAFETY & ENVIRONMENT FORM 2022



# Agenda

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# Leader Definition

## A Leader is

synonyms: chief, head, principal, boss, commander, captain, figurehead, controller, superior, kingpin, headman, mover and shaker, chairman, chairwoman, chairperson, chair, convener, moderator, director, managing director, MD, manager, superintendent, supervisor, overseer, administrator, employer, master, mistress, foreman, president, premier, governor, ruler, monarch, king, queen, sovereign, emperor, tsar, prince, princess, lord, lord and master, elder, patriarch, guru, mentor, authority, boss man, skipper, top dog, number one, big cheese, big noise, bigwig, big shot, gaffer, guv'nor, honcho, Mister Big, numero uno, sachem, padrone



## Why Safety Leaders ?

- To instill HSE leadership
- Safety leaders build and shape the culture we intend
- Safety leaders understand Business needs
- Safety leaders communicate with key stakeholders





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# Drivers for HSE

## WHAT ARE THE DRIVERS FOR HSE?

- ✓ Government Law and Regulations
- ✓ Business Results/Shareholders
- ✓ Business Partners
- ✓ Nature of our Business
- ✓ Our Employees and Families
- ✓ The Public/Communities
- ✓ Our Contractors
- ✓ Ethical and Moral

# THE CASE OF HSE

## Who is impacted?

- ✓ Business
- Partners
- ✓ Shareholders
- ✓ Employees
- ✓ Me
- ✓ Families
- ✓ Contractors
- ✓ Communities

## What is impacted?

- ✓ Environment
- ✓ Property
- ✓ Investments
- ✓ Reputation
- ✓ The Company  
(Bottom Line)





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# Safety Commitment

# Commitment

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## What are the demonstrations of your commitment?

- Setting day-to-day personal examples;
- Putting HSE matters high on the agenda of meetings;
- Involved in HSE activities and management reviews;
- Taking HSE considerations in business decisions;
- Allocating time and budget;
- Recognizing achievement of HSE objectives;
- Encouraging employees' HSE suggestions;
- Participating in internal and external HSE initiatives.



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# Safety Culture

# HSE Culture

HSE, a line management responsibility, with the support of **all employees**, requires visible commitment, leadership and involvement.

Our proactive HSE culture shall be understood, shared and practiced by **all employees** as an integral part of everyday business.

Fundamental to this culture is our belief that most losses of people, property and environment result from management system failure and are **preventable**.

More focus on the leading KPI rather than the lagging KPIs

Culture ●

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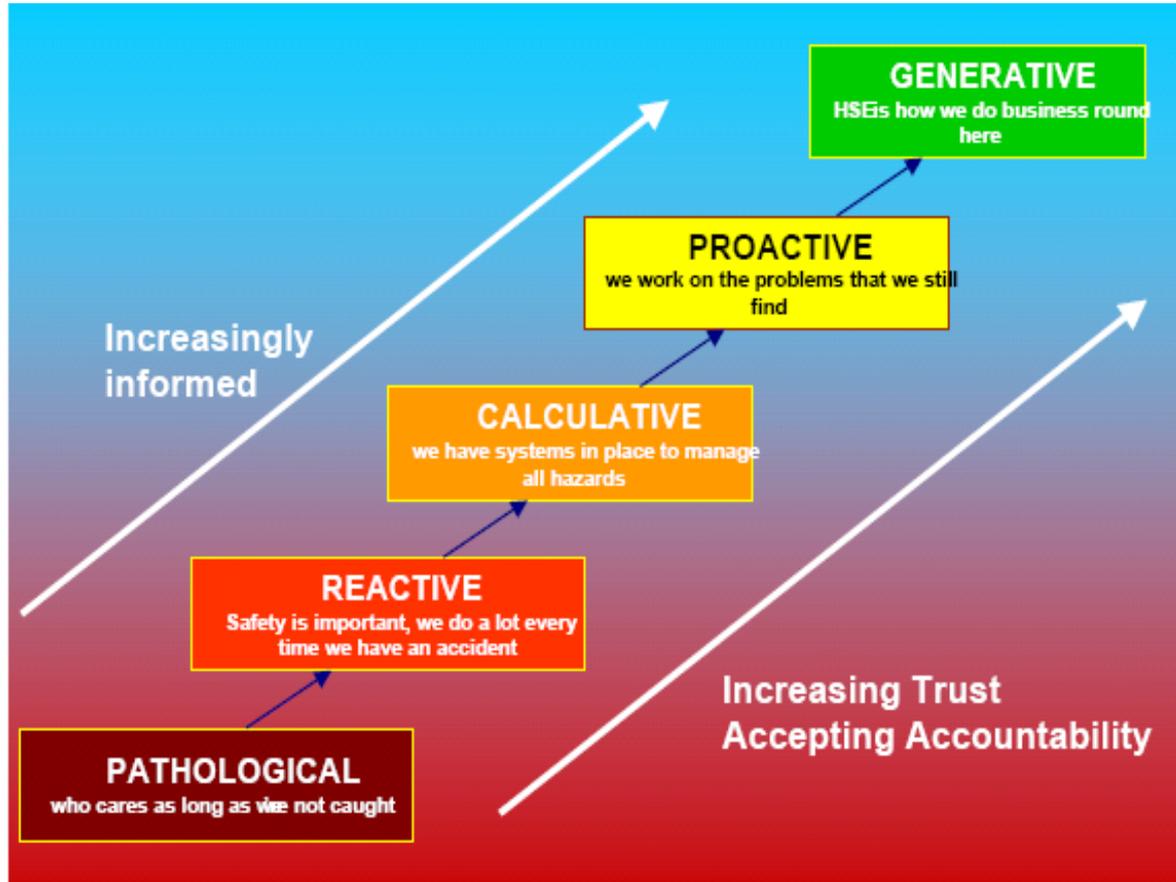
# HSE culture

## Truths and facts...

- ✓ All loss can be prevented.
- ✓ Line management is responsible for prevention.
- ✓ HSE is equal among business concerns.
- ✓ All operating exposures can be safeguarded.
- ✓ Proper Selection, Training & Auditing are essential.
- ✓ Prevention of accidents is good business.

# HSE Position

# HSE is not a priority ,it is a Value



HSE should be an expectation. It must be remembered that the communication regarding what is required must be very clear. people will achieve what they 'think' is required. They will work on HSE if you work on HSE, and do not just talk about it. They need to get objectives and commitment



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# Safety Leader

# Safety Characteristics and Charisma

## Persuasive

Be able to get the buy-in and use your negotiation skills

## Honest

Be yourself and take responsibility for your actions

## Focused

Stay determined to achieve 100% safety

## Objective

Be goal focused and have an open mind

## Knowledgeable

Educate yourself and help others

## Social

People man

## Patient

A virtue very important for a safety person!

## Motivated

Always energetic and curious!

## Alert

Take time to rest and achieve a work/life balance

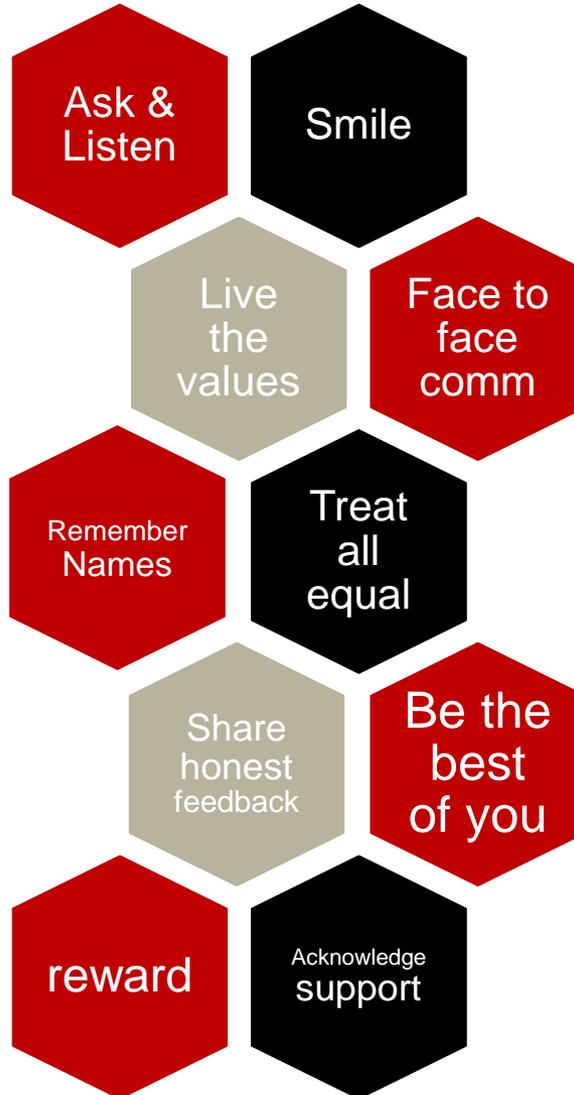
## Courageous

Stay strong in tough situations

# Safety Charisma into practice



# Psychological safety tips: The key to great results!



# Influencing people

# Influencing people (is a Journey!)



Maintain the communication bridges

- 
- Praise and reward whenever it is possible
- 
- Share innovative ideas



Rebuild bridges

- 
- Compliment and acknowledge support
- 
- Address past achievements & encourage them to continue such success
- 
- Have an open conversation to close gaps



build bridges

- 
- Communicate with strategy and legal/regulatory words
- 
- Having clear agenda prior to meeting
- 
- Maintain communication formally
- 
- Be patient

# A whisper Note

- Safety goals can be achieved through a shared commitment. Via a leadership commitment and support from the entire organization.
- People will achieve the HSE performance, but they need a **Pinnacle Safety Leader!**

**Starts with YOU!**

# Thank you

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