

## **Leadership(Refer to the paper Safety Leadership on web-site ohschange.com.au**

(People do not care how much you know, they want to know how much you care-Alexander G.)

My leadership qualifications are a Diploma in Frontline Management.

Refer to the papers Safety Leadership and Safety Leadership Training Program on web-site ohschange.com.au

## **Leadership Perspectives**

Having survived a number of years in industry the author is acutely aware that leadership of an organisation can make or break the organisation. The importance of leadership is vastly underrated in Australian industry, leadership is the forgotten key to excellence in business. This author has worked for a very small number of great leaders and a large number of lousy leaders, he is of the view that leadership in Australian industry often falls short of the mark.

## **Four critical characteristics of effective leaders(Private communication)**

- 1 Courage (make hard decisions, stick to them)
- 2 Loyalty (Upwards and downwards, without hesitation)
- 3 Integrity (In little as well as large things, be above reproach)
- 4 Knowledge (Know your people, know their fears, dreams & strengths, know your mission)

## **Quotable quote**

“The people are fashioned according to the example of their king and edicts are less powerful than the life (example) of the king”

Claudian, c. 365, Egyptian epic poet

In September 2007 I accepted an invitation to present a Safety Leadership workshop at the annual Canadian Safety Engineering Society safety conference in Victoria, British Columbia. This necessitated submission of a written paper, practical exercises and a Power-Point presentation for peer review. My written paper was one of the few of the many from the conference selected to be included on the C.S.S.E. web-site

During my 10.5 years as Senior Safety Adviser in the corporate OHS Dept. of BHP-Australia Coal I provided leadership and program management skills by coordinating the efforts of 10 field safety personnel, conducting manager and supervisor safety training, advising on employee safety training, managing OHS project teams, developing OHS policy and procedure, representing the company on employer association, union and government regulator OHS working parties, assisting in serious accident investigations, report writing, supervising a computerised OHS data base, researching significant OHS issues. overseeing management of workers compensation and rehabilitation claims, overseeing fire safety, managing employee assistance programs, providing advice to the senior management team, managing auditing and

inspection processes, overseeing compliance with legislation, and coordinating the Safety Management System. In the last 5 years of my time with BHP-Coal we introduced a robust safety management system which consisted of “low probability-high consequence” risk management programs, 18 internal standards of OHS excellence and the National Occupational Safety Association (N.O.S.A.) safety management system. I was fully involved in the strategic and operational implementation of these systems, which included policy development, plan preparation, training, auditing, inspecting, coaching, mentoring and review. Compliance with legislation was part of the approach but we aimed to far exceed these requirements. Whilst being aware of the limitations of L.T.I.F.R. it is worth noting L.T.I.F.R. dropped from 80 to 10 and there were significant decreases in compensation premium costs.

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