

Leadership in HSE

To be effective, Leadership must :

- ✦ *Actively communicate expectations*
- ✦ *Actively communicate requirements*
- ✦ *Routinely monitor HSSE performance*
- ✦ *Develop action plans for improvement*
- ✦ *Actively take ownership of HSSE.*
- ✦ Management must communicate and demonstrate their personal commitment.

Importance of Leadership in HSE

Desired outcomes

- ◆ Hazard recognition and communication
- ◆ Accurate Reporting of incidents
- ◆ Teamwork
- ◆ Effective Planning
- ◆ Proper equipment and tools used
- ◆ Effective proactive equipment inspections
- ◆ Higher productivity
- ◆ Fewer unplanned events
- ◆ Increased reporting and learnings
- ◆ Higher employee retention

Leadership in HSE

Routine participation in HSE Meetings, routine onsite inspections and ongoing dialogue with employees are ways for management to obtain a better understanding and view of the program.

If management and supervisors at all levels do not support the program through leadership and personal commitment, the program will not be effective.



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Results of Weak HSE Leadership:

- ◆ Hiding or non-reporting HSE events
- ◆ Employee Apathy
- ◆ Lowered productivity
- ◆ Unsafe behaviors
- ◆ Poor Safety Attitudes
- ◆ Complacency
- ◆ Lowered levels of loyalty
- ◆ Higher employee turnover rates

Leadership in HSE

Management should work with the HSE professional to actively participate in:

- ◆ Development
- ◆ Implementation
- ◆ Ongoing Assessment
- ◆ Follow-up and Improvement of the HSE Program.