

# Empowering safety leadership with a major global organization

JMJ developed and delivered a seven day gold standard program for senior executives

20 senior leaders enhanced safety leadership skills

## BACKGROUND

In a competitive joint bid, JMJ was tasked with designing and delivering a ground-breaking safety leadership program for the top 20 senior executives of a major global organization. This seven-day program held in London, aimed to set the gold standard in safety leadership. The challenge lay in creating an experience that would educate and inspire these high-level executives, who were hand-picked by the CEO.

The client had a strong safety performance history and recognized the need for a specific safety leadership program to strengthen governance and integrate safety into their decision-making process. JMJ's role was to bring their expertise to the table and assist these leaders in understanding their role in creating a safer workplace.

## SOLUTION

Working closely with our delivery partner, JMJ created a program tailored to the exacting standards of the client and the high-level participants. Rather than instigating a dramatic shift in mindset, the program was designed to be educational, ensuring the executives were fully aware of the skills and capabilities required to lead and drive a world-class safety organization forward.

The program focused on themes such as safety performance and governance, leading during emergencies, understanding performance indicators and trends, igniting conversations about a world-class safety culture, and integrating safety into decision-making.

At the outset, JMJ needed to identify the client's current position with regards to safety leadership and define the next level. The program took place over seven days, with each day focusing on a specific aspect:

- Understanding the business case for safety
- Exploring transformation opportunities in thinking, culture, technology and data
- Building self-awareness in pressured situations and leading in mature cultures
- Generating a common language for safety across a workforce and examining the current reality
- Designing the future for safety leadership and exploring what's possible
- Appreciating how safety law varies by country and a courtroom simulation
- Experiencing the power of explosions and leading an emergency response

The program incorporated workshops, simulations, immersive experiences, and prominent keynote speakers and experts from various fields. Participants also engaged in a leadership preferences survey before the program, allowing them to view leadership from a different perspective.

# RESULTS

The feedback was nothing short of astonishing. The safety leadership program's success was evidenced by the client's decision to repeat it with another cohort in 2024, a testament to the positive impact it had on senior leaders. The client's decision to continue the engagement speaks volumes about the program's effectiveness and value.

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To maintain our stance as a global safety leader, we ensure our leadership are supported through incisive training that allows them to fulfill the critical job we ask of them, and cascade that momentum and knowledge through their personnel.”

*Global Energy Company, Vice president*

## KEY LEARNINGS

The curriculum centered on the following six key leadership principles:

- Integrating safety into decisions
- Visible safety leadership
- Leadership during emergencies
- Safety accountability
- Global safety mindset
- Role of safety leaders

Participants were given time to reflect, and offered fresh insights. This intentional focus empowered the senior executives to elevate their strategic thinking beyond the constraints of their busy roles.

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This program strives to enhance leadership skills to drive safety excellence and trigger positive leadership behavioral change. But we are also preparing leadership for situations beyond the normal expectations, to enable them to lead in a variety of situations”

*Global Energy Company, Director*

## WHO WE ARE

For over 35 years, JMJ has been at the forefront of cultural change, helping executives, leaders, and the front line create breakthrough results in safety, sustainability and business performance. Our approach combines consulting expertise and the power of Transformation Cloud™ to make the impossible possible. [www.jmj.com](http://www.jmj.com)

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Contact us to discuss how we can help build safety leadership in your organization, and achieve breakthrough results.

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