

SAFETY LEADERSHIP READINESS PROGRAM

Reflect, Reset, Prepare

A One-Day Workshop for People Leaders



Elevating Intelligence Across
People, Systems and Strategy



1. Purpose

This one-day program is designed for people managers who make daily decisions that affect the health, safety, and wellbeing of others, including workers, contractors, and, where relevant, members of the public.

The purpose of the program is to strengthen operational safety leadership readiness so leaders can:

- **Communicate** clearly under pressure.
- **Solve problems** early and effectively.
- Apply sound **risk management** practices.
- Make safe, timely **decisions** that protect people and operations.

By strengthening how leaders think, communicate, and act in everyday operations, the program supports:

- Meeting regulatory and organisational safety obligations.
- Stronger, more connected teams.
- Improved operational performance and reliability.
- Retention of capable leaders.
- Reduced risk of harm to people and the public.

2. Learning Objectives

By the end of the program, participants will be able to:

- Understand how leadership behaviour, personal state, and pressure influence safety, team performance, and decision quality.
- Communicate in ways that build trust, encourage speak-up, and enable effective challenge.
- Apply practical problem-solving approaches to address safety and operational issues before they escalate.
- Demonstrate understanding and application of core risk management practices in dynamic, real-world environments.
- Recognise psychosocial and operational factors that degrade judgement and increase risk.
- Apply the State-Led Safety Leadership sequence (State → Signals → Response) to stabilise situations and guide safe action.
- Identify practical leadership behaviours they can apply immediately to support safer, more effective operations.

4. Program Theme & Framing

Matariki – Reflection, Renewal, and Readiness

Matariki marks the Māori New Year and is traditionally a time for reflection, learning, and preparation for what lies ahead. It represents a natural pause to consider what has gone well, what needs attention, and how to move forward more deliberately.

In this program, Matariki is used as a thematic leadership lens, not cultural instruction. It provides a simple, universal frame for operational leaders to:

- Reflect on current leadership and safety practices.
- Reset how risk and pressure are managed day-to-day.
- Prepare themselves and their teams for sustained performance.



The theme reinforces leadership readiness, accountability, and responsibility, concepts that translate across cultures, industries, and operating environments.

Applying the Principles of Matariki - Management Model (Arataki Whakapakari)		
Matariki Star Cluster	Core Values	Action Imperative
Principles (Rauhī)	Ara Whenua (Earthiness)	Power Imbalance
Wetū (Pūrere)	Ara Kaitiaki (Stewardship)	Active Stewardship
Wetū (Eikorero)	Ara Kōrero (Talk)	Act as One
Repanengi (Ahipatiki)	Ara Mōhio (Knowledge)	Intentional Agility
Tupuwhakau (Growth)	Ara Rangatira (Leadership)	Growth-Oriented Leadership
Tupuwhakau (Rauhī Eruera)	Ara Whakatū (Problem Solving)	Proactive Innovation
Uruhera (Uruhera Pakari)	Ara Tūrangawaewae (Cultural Integrity)	Cultural Integrity
Wawa (Rauhī Rangī)	Ara Whakataki (Decision Making)	Once Purposeful Action

4. Target Audience

This program is designed for people managers, including:

- Supervisors and frontline leaders.
- Operational and middle managers.
- Safety, operations, and facilities leaders.
- Anyone responsible for making decisions that affect the health and safety of others.

The program is suitable for any organisation. It is not intended for executive crisis command roles, but for those managing risk, people, and performance day-to-day.



5. Program Structure (Modules)

The program is delivered through four (4) integrated modules, each focused on practical operational leadership:

1. **Leadership Behaviour, State, and Safety Outcomes:** How leadership behaviour, regulation, and personal state influence safety, communication, and team performance.
2. **Risk Management & Decision Making:** Understanding leadership responsibilities, applying core risk management practices, and meeting safety and governance expectations in practice.
3. **Problem-Solving, Decision-Making, and Operational Drift:** Identifying early warning signs, addressing issues before escalation, and making sound decisions under pressure.
4. **Communication, Team Performance, and Safety Culture:** Strengthening speak-up, teamwork, trust, and leadership behaviours that support safe and reliable operations.

The State-Led Safety Leadership model (State → Signals → Response) is applied throughout all modules.

6. Delivery Style

A practical, interactive one-day workshop for operational leaders and people managers.

Key concepts are introduced briefly, then applied through real-world scenarios, discussion, and small-group exercises drawn from participants' operating environments. The focus is on how leaders think, communicate, make decisions, and manage risk under everyday pressure, not theory.

Participants leave with practical behaviours they can apply immediately.



7. Group Size and Facilities

Designed for small to medium groups to support engagement and meaningful discussion.

- Minimum: 10 participants
- Maximum: 20 participants
- Room requirements:
 - Main training space
 - Break-out areas (or flexible space for small-group work)

8. Outcomes for the Organisation

This program delivers operational value, not just learning.

Organisations can expect:

- Clearer leadership communication under pressure
- Stronger team trust and performance
- Earlier identification and management of risk
- Better alignment between leadership behaviour, safety expectations, and compliance
- Reduced likelihood of incidents, escalation, and leadership burnout

8. About the Facilitator

Tama Robson brings over 30 years of experience designing and delivering leadership, safety, and team performance programs in high-risk and high-performance environments. A former Physical Training Instructor in the New Zealand Army, Tama specialises in hands-on, high-impact leadership development that equips people to lead under pressure.

He has led programs for clients across industries including oil & gas, mining, construction, rail, agri-business, manufacturing, and pharmaceuticals, from the frontline to executive level.



Notable Projects include:

- Frontline and middle management leadership development for Rio Tinto and a major rail infrastructure provider
- Safety leadership programs for Stahmann Webster (agri-business)
- Leadership and transition programs for global brands such as Weatherford International, Roche, and AET Shipping
- Change management and team building workshops across Asia-Pacific

“Leadership isn’t theory. It’s trust, clarity, and action under pressure.”

RioTinto



Contact

For further information, pricing, or to discuss how this program can be tailored to your organisation, please contact:

Tama is available to discuss program alignment, delivery options, and organisational needs in more detail.

CONTACT US TODAY TO LEARN MORE

Early Bird Offer 15% OFF



admin@elev8iq.com.au

0499 006 797

www.elev8iq.com.au

