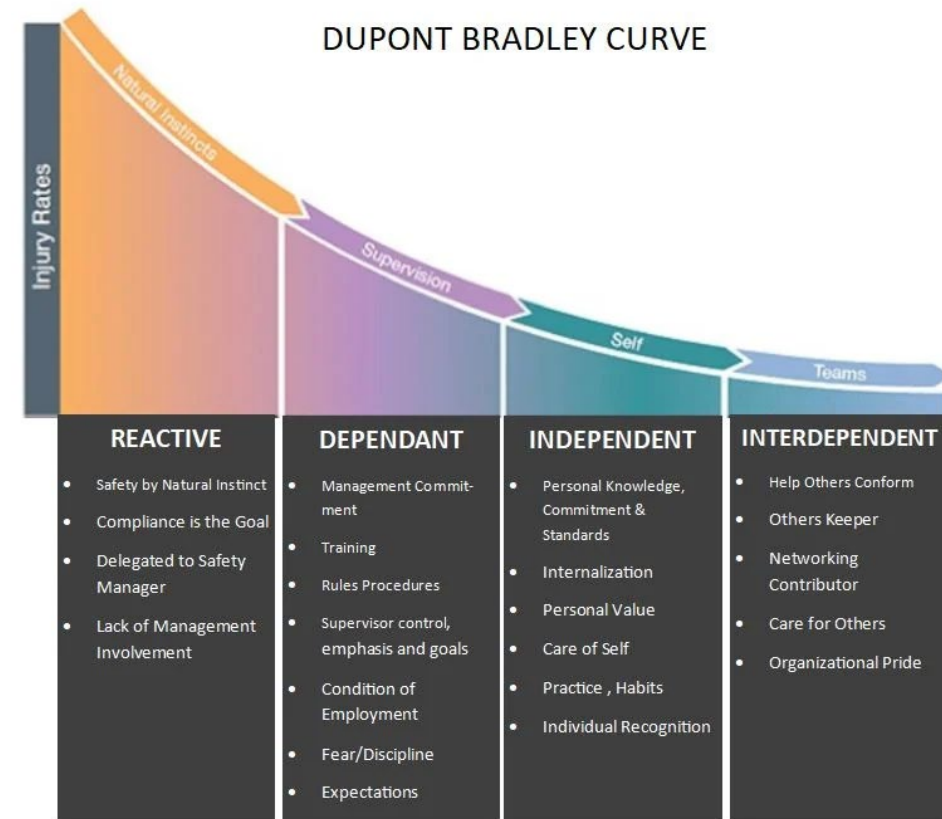


- **Occupational Health and Safety Conference 2023**

Safety leadership at work

- STEFA EVANGELIA
- HEAD OF HEALTH & SAFETY SECTION
AT MOTOR OIL(HELLAS) REFINERY

Leadership and safety culture

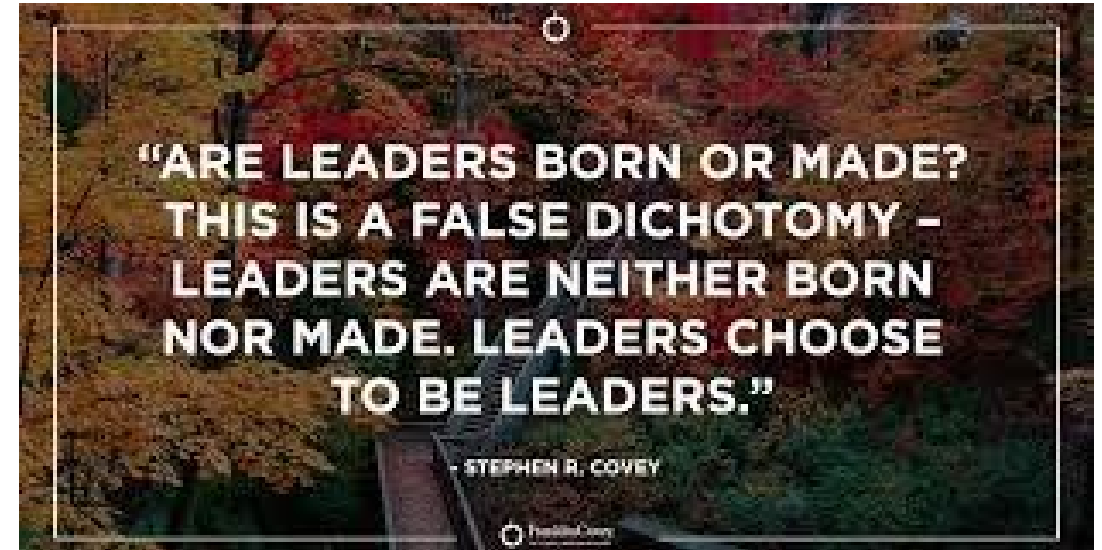




The importance of leadership in creating a strong safety culture



Leaders vs Managers



LEADERS BORN OR MADE ?

LEADERSHIP SKILLS



Integrity



Commitment



Visionary



Passionate

Quality characteristics of a leader

- Good communication
- Empathy
- Positivity
- Confidence
- Vision
- Responsibility
- Transparency
- Motivating
- Delegation
- Humility



Lead the change

INVOLVE PEOPLE IN SAFETY MEETINGS



SAFETY LEADERS BEHAVIOR

WHAT'S WRONG

Focus on lagging indicators

Injury based systems

Motivational signs

Blame and discipline

Discouraging near-miss reporting

No feedback

No recognition

No open questions

Safety cop
build on what is wrong

WHAT TO DO INSTEAD

Focus on leading indicators

Behavior-based systems

Motivational consequences

Analysis & actions

Encouraging near-miss reporting

Daily feedback

Reward

Open questions

Safety coach
build on what is right





Thank you for your attention
