

IOSH Approved Coaching for safety Be the best you can be

Introduction

Once the preserve of executives and senior managers, coaching is fast becoming a standard feature of corporate life and the ability to coach is increasingly being seen as an essential skill. In the field of occupational safety and health (OSH), many practitioners characterise themselves as coaches and what they do as coaching. A growing number have the title 'Safety Coach'. But what is coaching and why are coaching skills so necessary for the modern OSH practitioner?

What is coaching?

Executive Coach Janice Caplan says, "*a coach is a collaborative partner who works with the learner to help them achieve goals, solve problems, learn and develop.*" We think that's a pretty good definition of a safety practitioner too.

The objective for the coach is to form a productive alliance with the 'coachee'. The success of the coaching ultimately depends upon the quality of this alliance which in turn depends upon the coach's capacity for building rapport and his/her

questioning and listening skills etc.

Why do OSH practitioners need coaching skills?

OSH practitioners know about the law and the standards that need to be achieved and they have experience of how other organisations have solved problems. This is the greater knowledge and understanding they bring to a conversation and they are prized for it.

But what if the OSH practitioner doesn't have the answer to a problem? What if their experience of how other organisations have solved problems doesn't help or their knowledge of approved codes of practice and guidance documents doesn't fit with the operational constraints in a particular situation? The very best OSH practitioners coach, meaning that they are able to support duty-holders even when they have little or no technical knowledge to contribute.

Increasingly the role of an OSH practitioner is to be collaborative, supportive and helpful and their success

is dependent more and more on their personal communication skills and ability to form productive relationships.

Collaboration leads to better solutions, better buy-in and better engagement and it's coaching skills that under-pin a collaborative approach.

What is Coaching for safety?

IOSH Approved Coaching for safety has been designed to provide the skills that under-pin a collaborative approach. It is a highly-participative, 2-day workshop arranged around a core of live coaching sessions involving real-life issues and problems delegates bring themselves – there is absolutely no role-play.

What does the programme cover?

The full course outline can be found on our website but we'd like to emphasise the highly-participative nature of the course. The practical content includes: -

- questioning and focusing curiosity;
- active listening;
- being aware of body-language;
- application of the GROW model; and
- being solution-focused.

To find out more about open and in-company courses, please call 0792 191 4099.

Michael Emery, CMIOSH



What's in it for me?

Coaching for safety has been designed to provide you with necessary skills to help you be the very best you can be. The course content will compliment any technical knowledge you've acquired through NEBOSH or other similar courses, and help you develop the kind of collaborative style and approach that organisations value so highly.

Do I need safety qualifications?

Absolutely not. Because this is a non-technical course, we often have novices sat alongside seasoned professionals sat alongside non-safety people and the course works beautifully.



"Unlike any other course."