

The PeopleSmart SHE Rep Development Programme

Supporting SHE Reps to Lead Safety



Are your SHE Reps capacitated to lead safety within your organisation beyond compliance requirements?



SHE Reps play a critical role in ensuring that teams abide by safety rules and regulations within an organisation and providing a supportive environment for safety behaviours.

Despite this critical role, we often encounter Safety Reps who struggle with safety leadership skills and competencies e.g., creating positive safety engagements, dealing with consequence management for safety, balancing safety responsibilities in addition to job role responsibilities, or enabling teams to use their safety voice etc.

Insights from empirical evidence and behavioural change theory suggest that safety specific leadership is a critical factor impacting on an organisation's safety climate and safety behaviours (Clark, 2013; Conchie & Donald, 2009; Mullen et al., 2011; Pilbeam et al., 2016). In simple terms, safety leadership and engagement matters. Key safety leadership skills and competencies create an environment for teams to learn from mistakes, innovate and protect each other.

PeopleSmart has successfully developed a SHE Rep Development Programme to support SHE Reps and Teams. We will partner with you to develop a SHE Rep Development Programme that will capacitate and enable your SHE Reps to lead safety.

1. Assessment & Integration into Individual Development Plans (IDP's)

2. Establish a Coaching Relationship and Ownership from Leadership

3. SHE Rep Competency Training Modules

4. Strong Governance and Continuous M&E

5. Continuous Engagement & Communication Support

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Intervention tailored to your business needs