## Leadership Support and Coaching

The way in which you incorporate SHE into your business framework is integral to delivering first class performance. In a successful business:

- SHE is delivered by managers, not SHE professionals
- SHE exists to enable the business to operate - it should not be an after-thought or a 'bolt-on'

Effective SHE leadership relies heavily on leading by example. SHE leaders must set the highest standards and be absolutely resolute and consistent in the application of those standards. They must constantly challenge existing working practises to identify better and safer ways of working to drive improvements in safety performance.

Delivering SHE, like any other business process, requires competent, effective and passionate leadership. To develop dynamic, intuitive and critical thinking SHE leaders you will need the right tools, techniques, development and on-going coaching support.

**elnet consulting** can call upon first-hand experience as managers and leaders in complex, high risk businesses to help you develop competent, proactive SHE leaders.  We recognise the need for alignment between adhering to policies and procedures whilst at the same time delivering business outputs. Using our experience at the 'sharp-end' we know what a difference a positive culture can have on an organisation and the important role SHE leaders have in shaping a positive organisational culture.

A positive culture can only exist when all levels of management, from first line leaders to senior managers and Board members, act as true safety leaders and live those values every day, consistently. Our experience and knowledge can advise on how you can achieve this and support you on an ongoing basis. SHE leaders must take ownership for creating a positive culture and should therefore be able to:

- Define what good looks and feels like
- Drive an effective culture
- Demand effective risk management (not just risk assessment)
- Expect legal compliance as an absolute minimum
- Motivate for effective incident investigation