

## **The challenge of influencing leaders?**



When health and safety professionals are asked the biggest challenge they face in their role, many respond that it is the interface with their manager and senior leaders in the organisation.

Why is this?

The traditional role of the health and safety professional was primarily to provide the organisation with assurance of legislative compliance. No-one can argue with that but it was reactive and subservient to other business outputs!

However, the role of a health and safety professional is evolving to meet the changing priorities and business challenges that organisations face. There are a number of skills, roles and competencies that health and safety professionals need to acquire to add value in the future:

- The ability to communicate and influence senior leaders in the organisation
- An understanding of human psychology
- The focus on health and wellbeing
- Managing and leading change
- An understanding of the potential impact of political changes
- Changes in technological innovation

And many more!

Health and safety professionals need to have great communication and influencing skills to ensure senior leaders understand what a positive health and safety culture looks like and the changes required to achieve it. The message will not be effective or acted upon unless it is communicated with passion and positivity.

The key message to communicate to senior leaders is that health and safety leadership starts at the top! The desired health and safety culture must align with organisational strategy and be consistently communicated and delivered ... every day. The management of health and safety can only be delegated through the organisation when the culture and strategy have been aligned and there is a genuine commitment to deliver.

Are you willing to adapt to meet the challenge?

Read more of my blogs [here](#).

*The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.*

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