



The 3 Keys to Safety Culture Excellence

Professor Dr Andrew Sharman

Chief Executive, International Institute of Leadership & Safety Culture

www.iilsc.com

Professor Dr Andrew Sharman

Qualifications

- Bachelors: Occupational Health & Safety Management
- Bachelors: Learning & Development
- Masters: International Health & Safety Law
- Masters: Industrial Psychology & Organizational Behaviour
- Doctorate: Leadership & Culture Transformation

Professional designations

- Chartered Safety Practitioner
- Chartered Fellow – Institution of Occupational Safety & Health
- Fellow – International Institute of Risk & Safety Management
- Fellow – Institute of Leadership & Management
- Fellow – Institute of Directors

Experience

- 27 years leading HSE for corporate organizations and NGOs in 130 countries across 6 continents
- Professor of Risk, Resilience & Culture, IMD, Switzerland
- 53rd President, Institution of Occupational Safety & Health
- Former Chairman of the Board, Institute of Leadership & Management
- CEO, International Institute of Leadership & Safety Culture





International
Institute of
Leadership &
Safety Culture

WE'RE ON A MISSION.

TO DEVELOP HIGH IMPACT
LEADERSHIP IN SAFETY AND
ORGANISATIONAL CULTURE.



Introducing IILSC

- **The International Institute of Leadership and Safety Culture (IILSC)** is a specialist research and consulting division of CEDEP, the European Centre for Executive Development
- It builds on CEDEP's success in executive education by creating a **premium destination for continuous dialogue and fresh opportunities to elevate workplace safety.**
- IILSC has been formed to meet the business-critical need for **high impact leadership** in this area.
- Our focus is on **executive education, consulting, EHS events, thought leadership, and a membership community**



**International
Institute of
Leadership & Safety
Culture**

Where minds meet to create
safety excellence





International
Institute of
Leadership &
Safety Culture

WHO WE ARE

SERVICES & PROGRAMS

EHS CONGRESS

JOIN US

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NEWS & INSIGHTS

SHOP



THE NEW LANGUAGE OF SAFETY : CREATING A CULTURE OF CARE

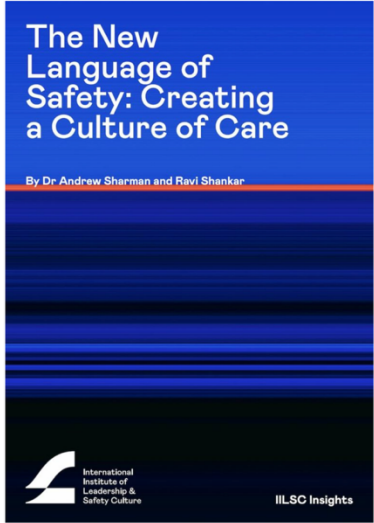
The paper highlights the role of effective communication, empathy and trust in building strong safety cultures. Communication is a critical part of leadership in safety, because it drives positive change and fosters a sense of shared responsibility for safety.

By reframing the safety conversation, from compliance to commitment, we shape cultures of care in which safety performance is improved, accident rates are reduced, and a more positive and productive work environment is created.

This white paper explores the evolution of safety leadership to involve a focus on role modelling, engaging teams and building trust. The authors draw from the experiences of large companies to illustrate the difference between success and failure in delivering safety excellence. They then send a call to action to leaders, to set a clear and positive "tone from the top", to ensure safety is valued in both words and actions.

By Dr Andrew Sharman and Ravi Shankar

DOWNLOAD WHITE PAPERS





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The Future Safety Leader

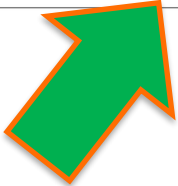
By Bertrand Gilbert and Laura Aucott



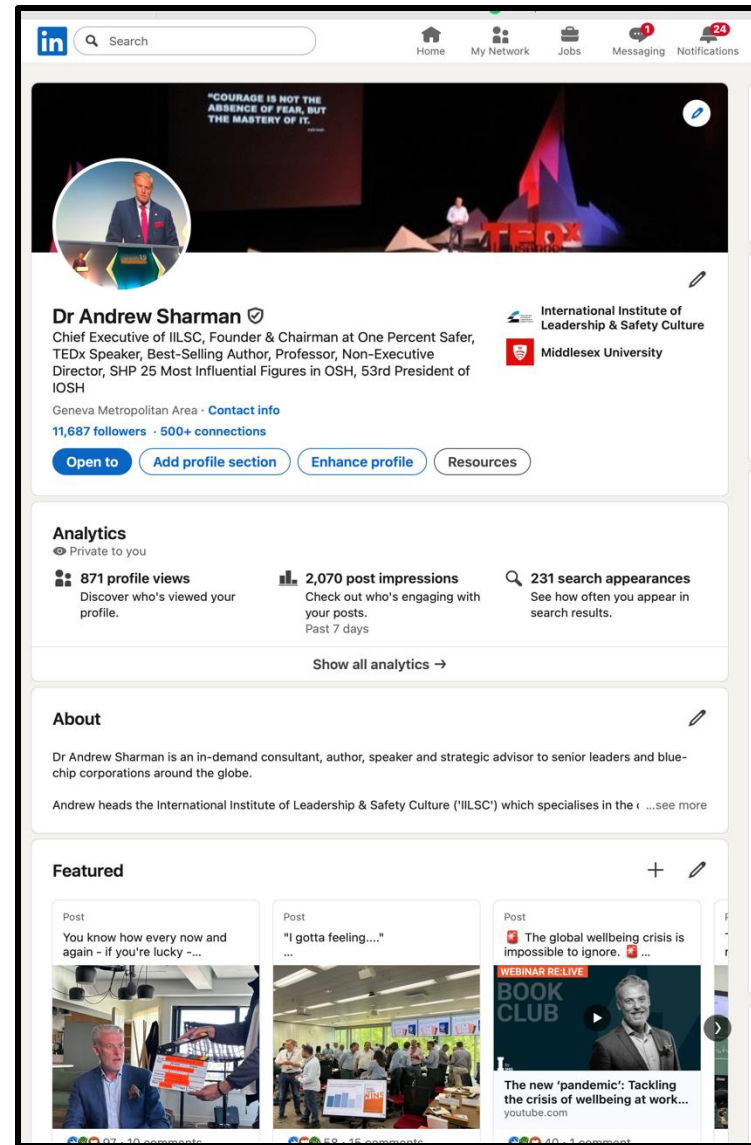
THE FUTURE SAFETY LEADER

The role of the leader in safety is undergoing significant transformation, driven by factors such as changing employment structures, ESG commitments, increasing digitalisation and technological innovations. Today's safety leaders must demonstrate adaptability and agility to navigate complex external and internal influences.

This IILSC Insights white paper offers two perspectives on the evolution of the safety leadership role. The first view is that of a senior HSE professional, the Institute's COO, Bertrand Gilbert, who has held a series of senior roles in health, safety, environment and sustainability. The second is from a leading



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A screenshot of a LinkedIn profile for Dr Andrew Sharman. The profile includes a header with a quote, a circular profile picture, and a banner image of a TEDx event. The bio states he is the Chief Executive of IILSC and Founder & Chairman at One Percent Safer. It lists his roles as a TEDx Speaker, author, professor, and director. The profile shows 11,687 followers and 500+ connections. Below the bio are buttons for 'Open to', 'Add profile section', 'Enhance profile', and 'Resources'. The 'Analytics' section shows 871 profile views, 2,070 post impressions, and 231 search appearances. The 'About' section describes him as an in-demand consultant and author. The 'Featured' section shows three posts: a video of him speaking, a photo of a book launch event, and a video titled 'The new 'pandemic': Tackling the crisis of wellbeing at work...'.

Dr Andrew Sharman ✓
Chief Executive of IILSC, Founder & Chairman at One Percent Safer, TEDx Speaker, Best-Selling Author, Professor, Non-Executive Director, SHP 25 Most Influential Figures in OSH, 53rd President of IOSH
Geneva Metropolitan Area · [Contact info](#)
11,687 followers · 500+ connections

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Analytics
Private to you

- 871 profile views**
Discover who's viewed your profile.
- 2,070 post impressions**
Check out who's engaging with your posts.
Past 7 days
- 231 search appearances**
See how often you appear in search results.

[Show all analytics →](#)

About

Dr Andrew Sharman is an in-demand consultant, author, speaker and strategic advisor to senior leaders and blue-chip corporations around the globe.

Andrew heads the International Institute of Leadership & Safety Culture ('IILSC') which specialises in the (...see more

Featured

- Post**
You know how every now and again - if you're lucky ~...

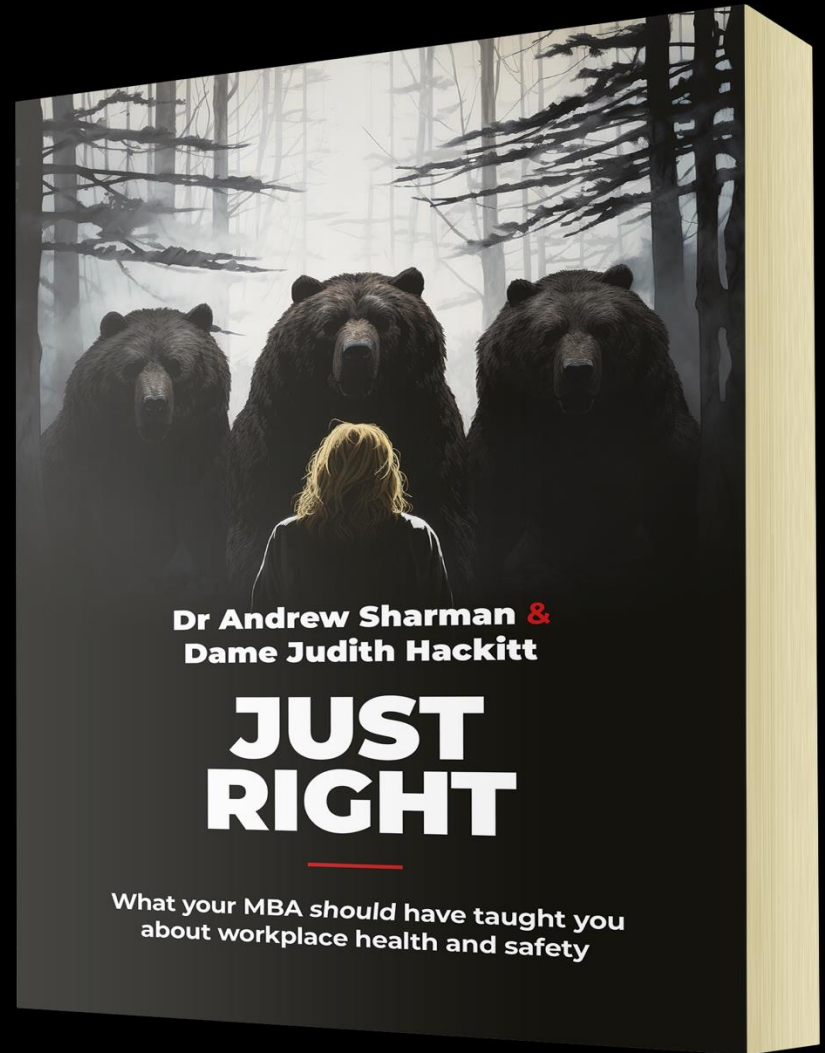
- Post**
"I gotta feeling...."
...

- Post**
The global wellbeing crisis is impossible to ignore. 
WEBINAR RE-LIVE
BOOK CLUB
The new 'pandemic': Tackling the crisis of wellbeing at work...
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IMPACT

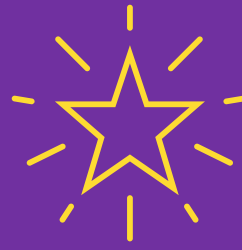
- 5 chapters
- 5 Keys to Safety Excellence
- Over 100+ practical actions to improve safety culture in your area





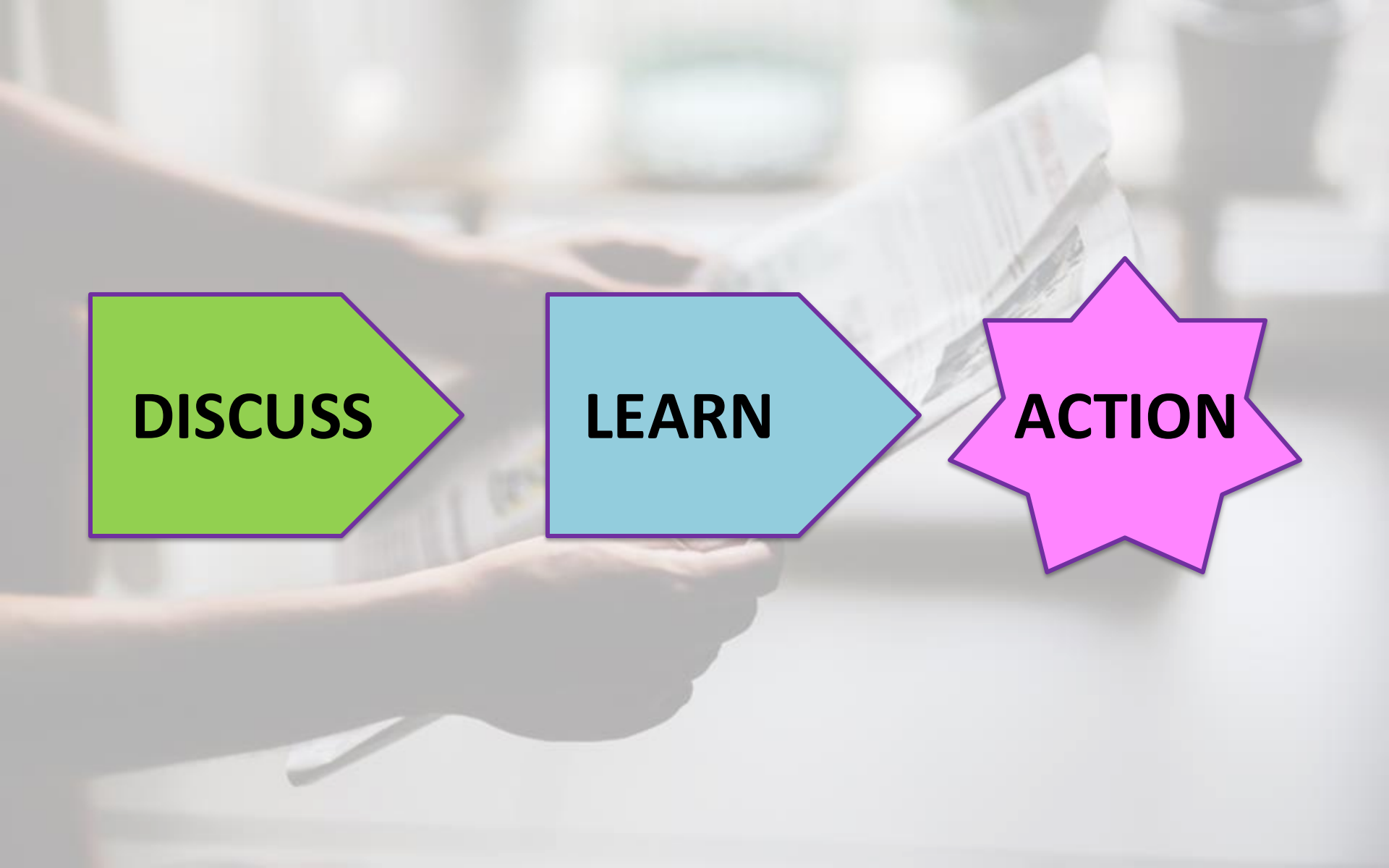
Key #1

**Safety improvement
must be a
daily activity for everyone**



Great organizations begin every meeting with a

Safety Moment

A background image showing a person's hands holding a newspaper. Overlaid on this is a diagram with three shapes: a green arrow pointing right, a blue arrow pointing right, and a pink star. The word 'DISCUSS' is in the green arrow, 'LEARN' is in the blue arrow, and 'ACTION' is in the pink star.

DISCUSS

LEARN

ACTION



Key #2

**Excellent performance
in safety requires
constant active engagement**

The **ABSENCE** of **ACCIDENTS**

does not mean

the **EXISTENCE** of **SAFETY**

SAFETY CULTURE

*“How leaders lead safety
and how followers behave
as a result.”*



What is your ‘tone from the top’ as a leader?

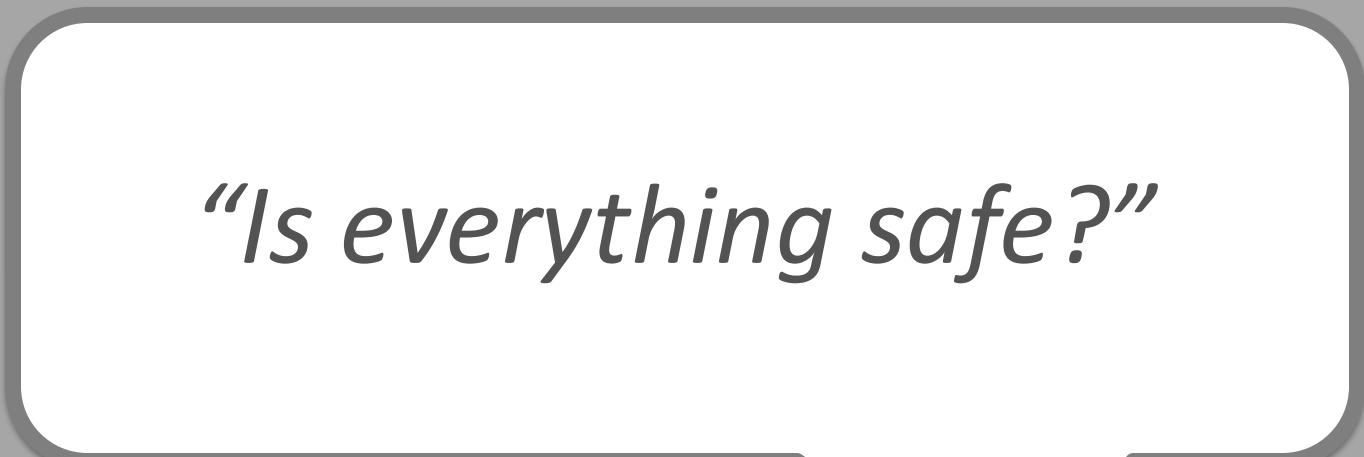




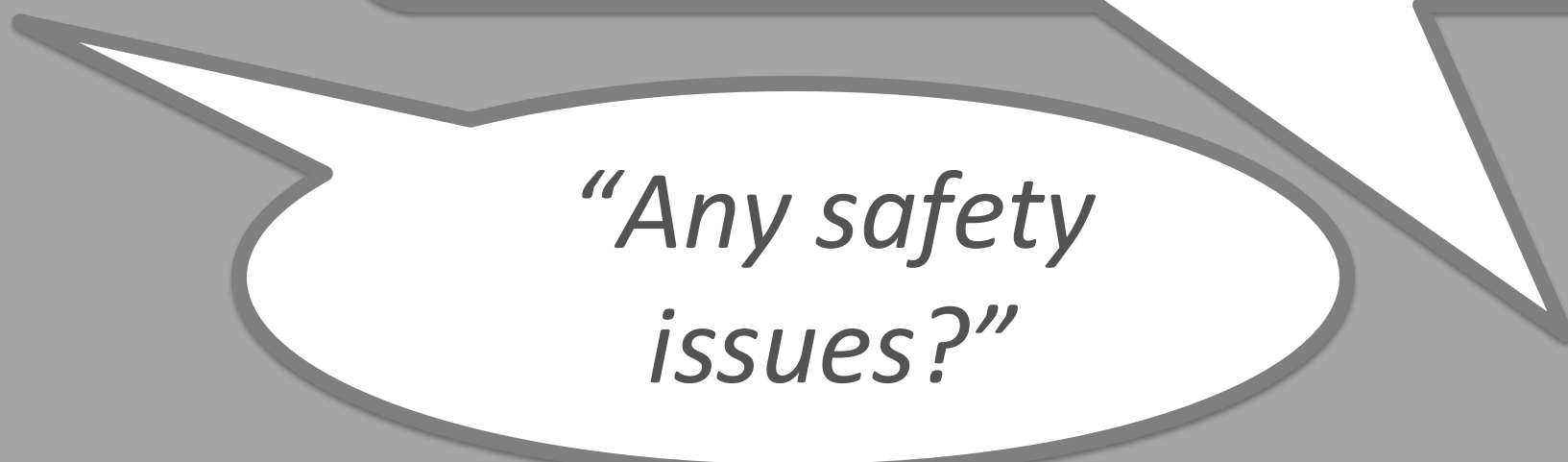


Key #3

**Leader's visibility and
genuine interest in safety
drives cultural maturity**

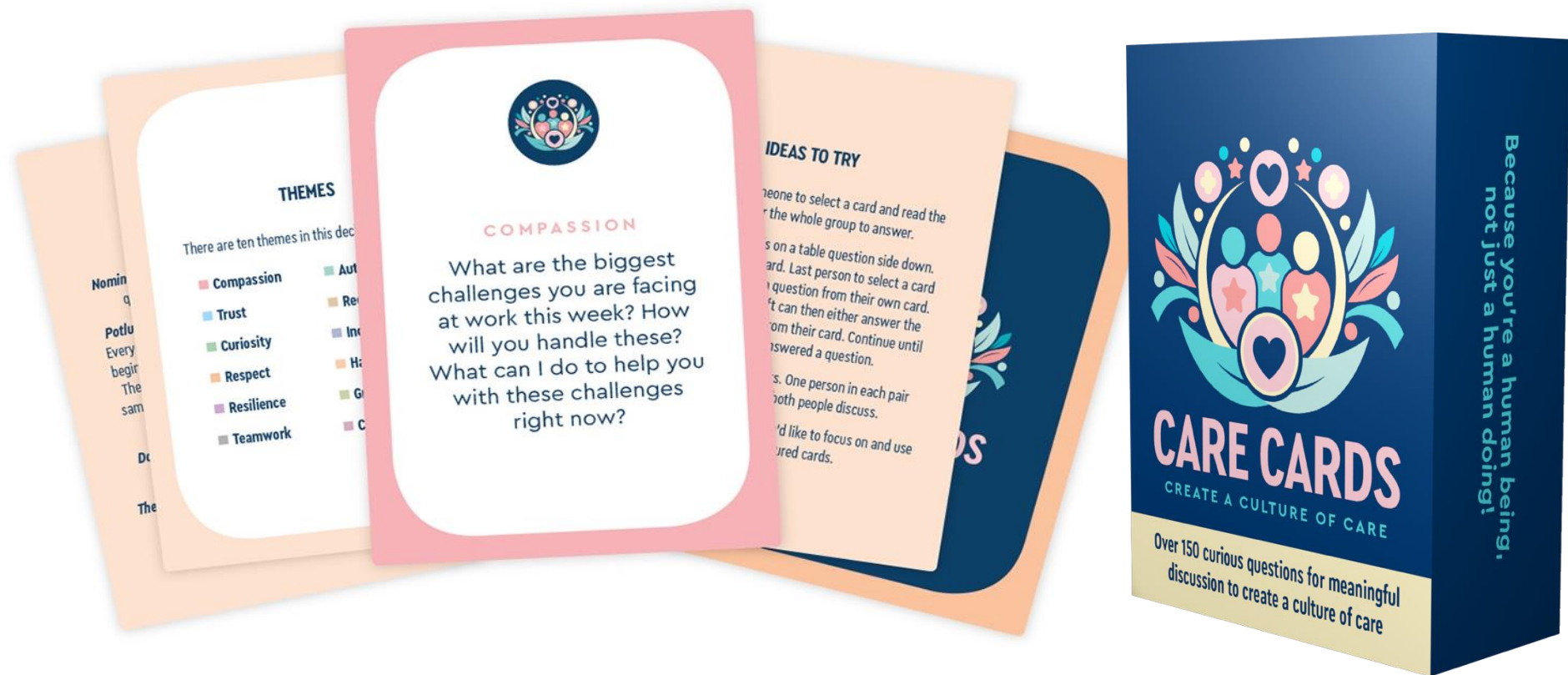


“Is everything safe?”



*“Any safety
issues?”*

***“What one small thing could
you do today to improve
safety around here?”***



See: www.iilsc.com for details



**What's your
why for safety?**



The lowest
standard that **you**
demonstrate as a leader
is the highest standard
we can expect of
our people

Authentic Intimacy – Build genuine, trust-based connections in work and life.

Active Inclusion – Make everyone feel valued, heard, and empowered.

Appreciate Individuals – Recognize contributions and uniqueness every day.

Align Intentions – Ensure your motives match your actions and words.

Adaptable Insight – Stay flexible and curious in a fast-changing world.

Accelerate Impact – Focus resources where they make the biggest difference.

Applied Imagination – Turn creative ideas into tangible results.

Always Improving – Build a culture of continuous learning and refinement.

Amplify Inspiration – Multiply motivation across teams and projects.

Active Investment – Show up for people with time, energy, and attention.

Awaken Initiative – Spark people to take ownership and act without waiting.

Anchor Integrity – Keep your ethical compass steady under pressure.

Align Impact – Connect your work to meaningful outcomes in the world.

Advocate Inclusivity – Stand up for fairness and equity, everywhere.

Appreciate Interdependence – Recognize how deeply connected success is to others.

Anchor Identity – Stay rooted in who you are and what you stand for.

In Summary

1. Safety improvement must be a **daily activity** for everyone
2. Excellent performance in safety requires constant **active engagement**
3. Leader's **visibility and genuine interest** in safety drives cultural maturity



Thank you

Professor Dr Andrew Sharman

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