

# Supervisor Safety Accelerator

Empowering Supervisors to Lead and Create Impact

**safeworx**  
Consulting Inc.



At **Safeworx**, we know that supervisors are the glue holding safety and operations together. That's why we created the **Supervisor Safety Accelerator**, a leadership certification program that gives supervisors the skills and confidence to lead teams while hitting safety and productivity goals.

With three key phases, the Supervisor Safety Accelerator helps organizations achieve real, lasting improvements in safety and productivity—making supervisors not just better leaders, but true champions of safety and operational success.





## Foundation for Success

### Setting the Stage for Long-Term Safety Leadership

This is where it all begins. In Phase 1, we partner with your administrative and leadership teams to set up the systems, tools, and resources supervisors need to thrive. With the Safeworx Leadership System Toolset, we make sure the improvements made through better leadership skills are built to last and easy to measure.

#### Here's what we'll work on together:

- ✓ Performance management frameworks
- ✓ Recognition systems and scorecards
- ✓ Data collection processes to track progress
- ✓ Cultural performance benchmarks to understand where you stand
- ✓ Stakeholder alignment protocols to ensure smooth adoption
- ✓ Communication planning strategies to keep everyone on the same page



01

By the end of this phase, your team will have a solid foundation for long-term safety and leadership success.

## Supervisor Development

### Transforming Supervisors into Safety Champions

Phase 2 is all about hands-on growth and skill-building. Supervisors progress through four structured levels of training - Bronze, Silver, Gold, and Master - each spaced three months apart. At every level, they focus on specific skills from the Safeworx Core 7 Leadership Skills and integrate a new safety engagement activity to reinforce these skills in their daily roles.

Here's what each level includes:

Bronze

Mandatory

- ✓ **Core Leadership Skills:** Giving Recognition, Leader as Trainer, Scorekeeping.
- ✓ **Safety Engagement:** Soliciting Unsafe Conditions - encouraging employees to proactively identify and address hazards.

Silver

Optional - Dependency Bronze

- ✓ **Core Leadership Skills:** Team Building - helping supervisors foster stronger, more collaborative teams.
- ✓ **Safety Engagement:** Soliciting Unsafe Acts - encouraging team members to report activity that could lead to incidents.



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Advancing to the next level requires supervisors to demonstrate competency in the assigned skills through the **Safeworx Leadership Audit Tool**. Each level builds on the previous one, ensuring steady progression and mastery of the **Core 7 Leadership Skills**. By the time they reach the final Master level, supervisors will be proficient in all seven skills and capable of leading with confidence and consistency.



## How it Works

Gold

Optional - Dependency Silver

- ✓ **Core Leadership Skills:** Lowering Tolerance Levels - guiding supervisors to raise safety standards and hold themselves and their teams accountable.
- ✓ **Safety Engagement:** Soliciting Near Hits - gathering insights on near-hits incidents to prevent future human or operational impact.

Master

Optional - Dependency Gold

- ✓ **Core Leadership Skills:** Providing Feedback, Goal Setting—enabling supervisors to drive performance improvements and set clear, achievable targets.
- ✓ **Safety Engagement:** Soliciting Suggestions for Improvement - creating an environment where employees actively contribute ideas to enhance safety and operations.

02

This multi-level approach ensures that supervisors not only develop new leadership skills but also actively apply them, reinforced by safety engagements, to create a safer, more effective work environment.



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## Sustainability and Growth

### Embedding a Self-Sustaining Safety Culture

The final phase is all about keeping the momentum going. Supervisors are assessed by a Safeworx Master Leader to ensure they're meeting our Safeworx Leadership Certification Criteria, which includes both qualitative and quantitative evaluation.

Why does this matter? Because having an outside, expert evaluation builds trust, ensures fairness, and gives supervisors confidence in their progress.

Here's what we are looking for:

- ✓ How well supervisors are applying the **Safeworx Core 7 Leadership Skills** with their teams
- ✓ The measurable impacts of improved safety performance
- ✓ Their ability to foster strong, engaged teams
- ✓ How they balance safety and productivity every day



03

Supervisors who meet these standards show they're ready to sustain and grow a culture of safety and leadership excellence across your organization.





## Supervisor 101

Coming Soon

This course for new supervisors focuses on basic safety management principles and tools needed by a supervisor.

## Fair & Just Culture

1/2 Day

Optional

Half day course designed to equip supervisors and leaders with the tools and knowledge to create a safe, productive, and **positive work environment** by embracing Fair and Just Culture principles.

## Supervisor Safety Accelerator (SSA)

3 Phase

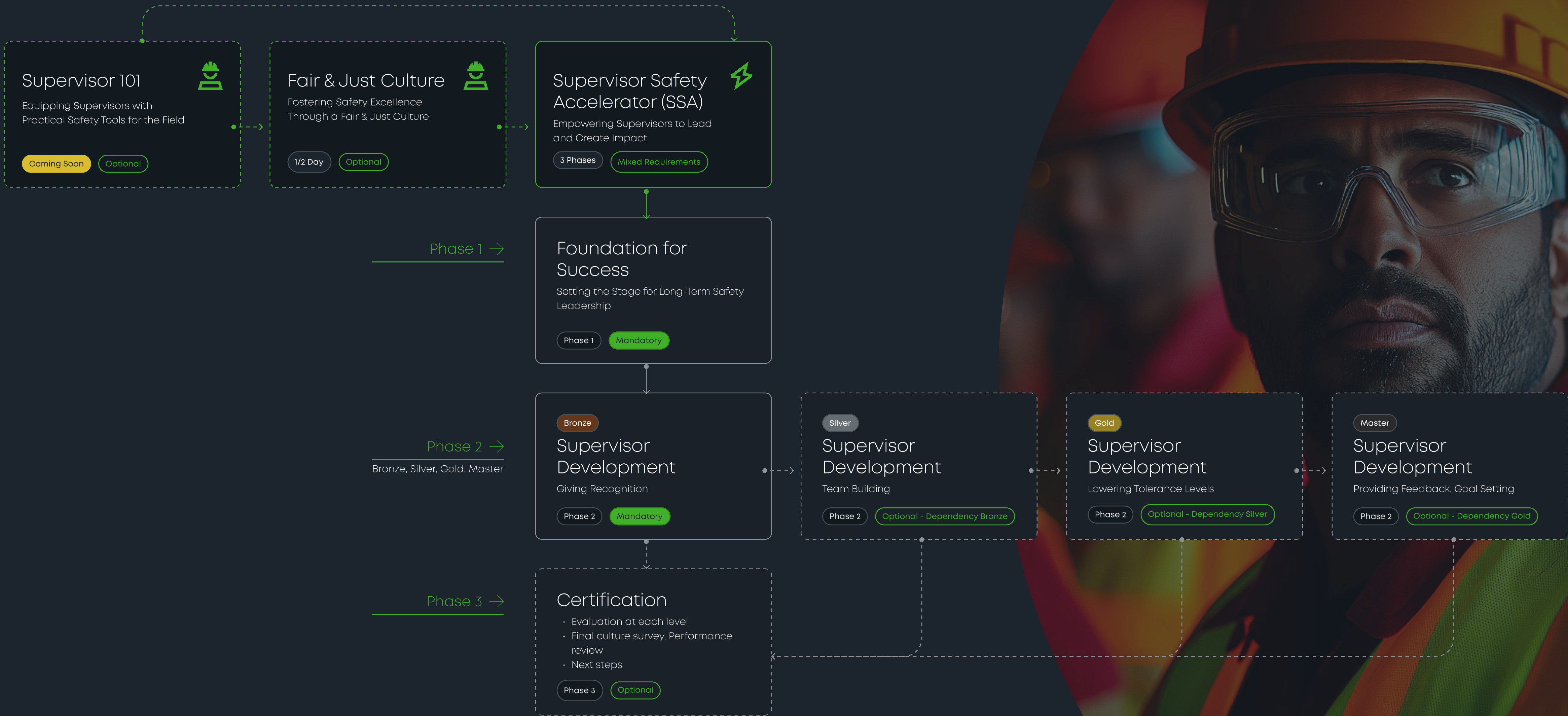
Mixed Requirements

Our core safety product that is rolled out over 3 phases:

- **Phase 1** - Supervisor Safety Accelerator: Governance - Systems and Stakeholder Alignment
- **Phase 2** - Supervisor Leadership Training, 4 Levels: You may only choose to do the first level (Bronze), but each one is a prerequisite for the next level. Bronze, Silver, Gold, Master.
- **Phase 3** - Certification Phase: Final culture survey, performance review and validation of application of skills and outcomes.



Process Overview







We partner with businesses in the heavy industrial sectors to tackle challenges at every level.

Whether you're a Safety Leader, HR Manager, Operational Leader, or a Supervisor, we've got you covered:

- ✓ **Safety Leaders:** Navigating hazard management and compliance.
- ✓ **HR Leaders:** Boosting employee engagement and cutting turnover.
- ✓ **Operational Leaders:** Keeping productivity high while staying safe.
- ✓ **Supervisors:** Leading teams to excel in both safety and production.







## Safety Leaders

- ✓ Gaps in hazard reporting and employee engagement in safety.
- ✓ Struggling to shift from reactive to proactive safety cultures.
- ✓ Safety performance allows for productivity improvements.

## Operational Leaders

- ✓ Not meeting company objectives for safety and productivity.
- ✓ Supervisors drowning in admin instead of harnessing employee engagement.
- ✓ Fear of safety taking a backseat to deadlines.

## HR Leaders

- ✓ Low engagement and high turnover from inconsistent supervisor leadership skills.
- ✓ Fair and just culture inconsistently applied.
- ✓ No solid skill development pipeline for aspiring leaders.






## Supervisors

- ✓ Constantly juggling safety and production.
- ✓ Not enough tools or training to motivate teams to promote health culture.
- ✓ Admin overload, leaving little time for effective leadership presence.





The **Supervisor Safety Accelerator** equips supervisors with tactical tools to lead their teams in achieving record breaking performance in safety.

-  **Leadership Development:** Supervisors learn to inspire teams, manage risks, and balance safety with productivity with tactical skills applied daily.
-  **Field Hazard Management:** Hands-on skills to engage teams to identify and fix hazards fast, boosting:
  - Hazard reporting
  - Incident prevention with quicker hazard resolutions.
-  **Team Engagement:** Build trust, accountability, and open communication, resulting in:
  - **Higher** employee participation in safety engagement.
  - A self-sustaining, safety-first culture.
-  **Real-Time Validation:** Regular assessments ensure skills are applied and impacts measured, delivering:
  - **Fewer** safety incidents from proactive hazard management.
  - A better balance between safety and production.
-  **Operational Efficiency:** Improved planning and execution to reduce delays, achieving:
  - **Higher** efficiency by avoiding safety-related slowdowns.



Ready to Transform Your Supervisors? **Let's start a conversation.**

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