

Leaders Workshop 2025 – 3 Questions

- **What are the real and relevant H&S issues your organisation and people are facing?**
- **Where do they get their H&S support from (and if its not BeSafe, where are they getting their support from.... Is this something BeSafe can help channel to organisations)**
- **As a leader are they utilising BeSafe effectively to support their H&S leadership? If not, why not?**

Question:
What are the real
and relevant H&S
issues your
organisation and
people are facing?

Response :

- **Workplace Dynamics:** Aggression from public/contractors, disconnect between board and workers, lack of trust, “us vs. them” culture.
- **Mental Health & Wellbeing:** Stress, burnout, psychological safety, intergenerational tensions.
- **Operational Pressures:** Business downturns, restructuring, increased workloads, cost-cutting impacts.
- **Capability Gaps:** Lack of experienced staff, insufficient training pathways, compliance burdens.
- **Safety Culture & Engagement:** Complacency, low PPE buy-in, regulator relationships, supply chain risks.
- **Governance & Complexity:** Critical risk management, MOC challenges, PCBU relationships.

.

Question:
Where do they get their
H&S support from (and if
its not BeSafe, where are
they getting their support
from.... Is this something
BeSafe can help channel to
organisations)

Response:

- Support is drawn from a mix of internal and external channels:
- **BeSafe**: Present but not dominant.
- **Industry Networks**: PAN Industry, NZISM, ACC, forums, associations.
- **Expertise**: Technical experts, subject matter specialists.
- **Internal Structures**: Leadership trickle-down, informal mentoring.

Question:
As a leader are they
utilising BeSafe
effectively to
support their H&S
leadership? If not,
why not?

Response :

- Utilization of BeSafe by leaders is limited and situational:
- **Engagement Level:** Generally cursory or occasional.
- **Trigger Points:** Used when aligned with critical risk areas.