

Program: Diploma in Occupational Health & Safety

Course: DOHS 4131 – Human Performance Leadership

Instructor: Darrel Nickerson

Course Description:

The success of organizations depends in large part on their commitment to effective leadership, which in turn leads to the overall performance of the organization. Effective leaders contribute to the success of their organization by driving productivity and growth, and building talent. This course is aimed at OHS professionals who are transitioning into a management position with a higher level of responsibilities and who wish to sharpen their leadership skills. It does so by providing tools and strategies to motivate employees, build partnerships, manage change and deliver results at the individual, team and organizational levels.

Learning Outcomes:

- Having explored transformational and transactional leadership competencies and strategies for applying these competencies in the workplace
- Knowledge of relevant research related to emotional intelligence and authentic leadership behaviours and the correlation between these behaviors and safety culture and safety performance
- Understanding the principles of employee trust, commitment and engagement, and the leadership practices required to build and maintain a strong safety culture
- Familiarity with the leadership competencies and practices that support continuous improvement and innovation in the workplace
- Knowledge of the leadership competencies and behaviors required to build and lead high performance teams

Course Outline:

Module 1: Transformational and Transactional Leadership Competencies

Module 2: Emotional and Authentic Leadership

Module 3: Employee Commitment and Engagement

Module 4: Understanding the Adult Learner

Module 5: Continuous Improvement and Innovation

Module 6: Leading High Performance Teams

Academic Requirements:

- 1 reflection paper assignment worth 10%
- 1 final assignment (4-8 pages) worth 20%
- 1 cumulative Final Exam worth 70%