



September 2025 Additional Training Opportunities for Safety Science Training

The Montana Developmental Disabilities Program is pleased to offer this virtual-only training series to providers in conjunction with Collaborative Safety, LLC at no cost.

This series of virtual trainings, widely used in many safety-critical industries is an evidence-based approach using the Collaborative Safety Model, to enhance organizational learning and improvement in complex systems. With a focus on system improvement rather than assigning blame, Safety Science is used to create cultures of safety to better support staff and improve outcomes for those served.

Collaborative Safety, LLC will be providing two modules of training in September 2025:

- **Virtual Safety Leadership Institute:**
 - **September 26 - 9:00am – 3:00pm**
 - **September 29 – 9:00am – 3:00pm**

This training is designed to assist agencies in promoting the shift to a systemic and proactive culture of safety, by supporting each level of the agency to make three key transitions:

- *From a culture of blame to a culture of accountability,*
- *From continuously applying quick fixes to addressing underlying systemic issues, and*
- *From seeing employees as a problem to control to a solution to harness.*

Spots for the Safety Leadership Institute are limited - Sign Up Today!

Notice will be required if an attendee needs to cancel. A waiting list of alternates for each session will be maintained to fill in any cancelled registrations. Due to the preparation needed prior to class and the time commitment for some of the courses, last-minute replacements will be difficult, so please make every effort to attend if registered.

MODULE 1: Safety Leadership Institute *Who Should Attend:*

Agency Management, Leadership and Supervisors

Limited to 24 attendees per Regional Cohort

The Safety Leadership Institute is a (1) day virtual training designed to provide agency management with a high-level understanding of safety science. The SLI engages leaders, managers, and supervisors on how to integrate safety science into everyday work to support a culture of safety and accountability and to enhance communications between staff. The Safety Leadership Institute is comprised of three courses:

- Human Factors and Systems Safety Management Course
- Supporting Culture Transformation
- Integrating Safety Science into Leadership

Course I: Human Factors and System Safety Management Course. This course lays the groundwork for the participants' knowledge about safety. The course provides a framework of system safety and is designed to engage participants with a comprehensive and holistic introduction to Human Factors and System Safety from an organizational leadership perspective. It also provides current models of accountability and ethics. Concepts and learning objectives are presented in a way that enables participants to make information meaningful. Throughout the session, information is strategically and thoughtfully connected to scope of position.

Course II: Supporting Culture Transformation. This course lays the foundation for the importance of management in supporting the advancement of safety within an agency. It also focuses on the role of management to successfully advance their agency into the 21st century of safety and system improvement. The course additionally highlights the importance of sharing advancements within their respective agency.

Course III: Integrating Safety Science into Leadership. This course provides leaders, managers, and supervisors with the ability to integrate safety science into everyday management and supervision. It will focus on responding to and supporting worker performance, promoting teamwork, and the identification of additional strategies and supports that are useful for everyday leadership, management, and supervision.

Please email any questions or comments to Cindy Dallas (<mailto:cdallas2@mt.gov>)