

# 2023 Training Opportunities for Safety Science Training

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

This series of 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 three modules of training in 2023:

- **Safety Leadership Institute/Leadership Labs**
- **Orientations**
- **Advanced Practical Training: Quality Improvement**

Each 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.

Training dates for the Safety Leadership Institute/Leadership Labs and Orientation are organized by MT DDP Region into ***cohorts***. See registration form for specific training dates.

*Cohort A:* DDP Regions 1 & 2

*Cohort B:* *DDP Region 5*

*Cohort C:* DDP Regions 3 & 1

*Cohort D:* *DDP Region 4*

Spots for the Safety Leadership Institute/Leadership Labs and the Advanced Practical Training are limited, so sign up today!

A two-week notice will be required if an attendee needs to cancel. A waiting list of alternates for each session will be maintained to fill 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.

## **Safety Leadership Institute/Leadership Labs**

- *Who Should Attend: Agency Management, Leadership and Supervisors*
- *Limited to 24 attendees per Regional Cohort*

The *Safety Leadership Institute* is an **in-person only** two (2) day 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 responding to and supporting worker performance, promoting teamwork, and the identification additional strategies and supports that are useful for everyday leadership, management, and supervision.

**Leadership Labs** are a twelve-month engagement designed to for leaders, managers and supervisors who have completed the Safety Leadership Institute. Content is provided through bi-weekly activities which include Webinars, Videos, Podcasts, Articles, Live Leadership Labs, and Cohort video conferences. Leadership Labs are learning engagements that incorporate specific tools and strategies to promote a safety culture in everyday practice and supervision. Leadership Labs are a critical component to integrating and sustaining a safety culture.

## **Orientations**

- *Who Should Attend: Frontline Staff, Supervisors, and Community Partners*
- *Unlimited Spots Available*

*Orientations* are three-hour meetings that take place virtually. The Orientations are designed for frontline staff, supervisors, and community partners to introduce safety science concepts, old views, and new views of safety and how the agency is going to conduct reviews in the Collaborative Safety model. These meetings support the agency's commitment to engaging all staff in the safety culture of the organization. The Orientations serve a substantial purpose in creating agency alignment and increasing staff engagement.

## **Advanced Practical Training: Quality Improvement**

- *Who Should Attend: Agency Oversight and/or Monitoring staff, Licensure staff, Investigation, Quality Improvement, and Quality Assurance staff*
- *Limited to 2 sessions of 24 attendees each*

The *Advanced Practical Training* is a twelve-month engagement designed for agency provider staff involved in Licensure, Investigations, Continuous Quality Improvement (CQI), Quality Assurance or other staff involved in agency oversight and/or monitoring. The first month begins with a two-day training institute. The first day of the Institute lays the groundwork for the participants' knowledge about systems safety.

The content provides a framework of system safety and is designed to engage participants with a comprehensive and holistic introduction to Human Factors and System Safety. Contrasting models and approaches are presented to give participants an increased command of relevant scientific literature. Concepts and learning objectives are presented in a way that enables participants to make information meaningful. The second day of the Institute is directed toward teaching participants on how to integrate safety science concepts into their everyday work. For months two through six, the participants are divided into two cohorts. Each cohort meets monthly to review institute content, discuss any barriers to implementation, and identify points of integration. Attention is given to current roles, administrative rules, and legislative mandates so that concepts are able to be embedded into everyday work that is compatible with these roles, rules, and mandates. In the final six months, each cohort meets bi-monthly with a focus on sustainability.

**Registration forms are posted on the [DDP Training Page](#) or can be requested from [cdallas2@mt.gov](mailto:cdallas2@mt.gov)**

The 2023 Safety Science Trainings are being conducted by Collaborative Safety, LLC for the Montana Developmental Disabilities Program.