



Lesson Plan

Leading Change That Sticks

Session Overview

This session explores the psychology and practice of leading change in safety – why it's challenging, what makes it stick, and how innovation and technology can help.

Participants will gain insight into leading change with clarity and purpose while building confidence in adopting and championing new ideas.

The webinar blends leadership, innovation, and systems thinking – helping safety professionals evolve from managing change to inspiring it.

What we'll cover:

- Why change in safety often feels hard – understanding resistance
- The link between psychology, communication, and behaviour in change
- How technology and innovation can simplify WHS processes
- Lessons learned from introducing new systems or tools
- Leading with empathy – strategies for building trust and adoption

INSHPO Alignment:

Domains C & D – Safety & Health Management & Professional Role & Functioning

Capability Level:

Level 3 (Comprehensive Application) → Level 4 (Creative Mastery)

INSHPO Domains C & D – Safety & Health Management / Professional Role & Functioning

Capabilities developed through this session:

- Leading change and innovation in WHS
- Integrating new technology and systems into safety strategy
- Understanding the psychology of change and resistance
- Communicating and influencing through transition
- Balancing compliance with continuous improvement

Learning Outcomes

INSHPO Knowledge Area	Learning Outcome	Capability Level
Change Management	Identify why change initiatives often fail and how to engage others in the process.	Application
Innovation & Improvement	Recognise how innovation and technology can support WHS performance.	Integration
Leadership & Influence	Demonstrate approaches for leading change with empathy and purpose.	Integration → Mastery
Communication & Engagement	Build communication strategies that encourage trust and ownership during transition.	Integration
Strategic Integration	Link innovation and change initiatives to broader business and safety objectives.	Comprehensive Application