IPI Academy

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Presented by
Falconbury

Mastering Health & Safety Leadership in the Pharmaceutical Industry

An indepth look at how leaders can enhance their effectiveness in health and safety by reducing risk, preventing incidents, and mastering communication and human-error management to avoid costly failures and build a resilient safety culture.

Format:
Bespoke training

CPD:
6 hours for your records (depending on your requirements)

Certificate of completion

Course overview

In the pharmaceutical sector, health and safety performance is inseparable from leadership. Highly regulated environments, complex processes and constant operational change mean that safety cannot be delegated or managed solely through systems and procedures. It must be actively led.

This practical training course is designed for leaders and managers across pharmaceutical organisations who are responsible for setting direction, shaping culture and ensuring that safety remains embedded in everyday decision-making. It focuses on the practical realities of safety leadership - how leaders influence behaviour, manage risk, communicate effectively and respond constructively when things go wrong.

Drawing on real-world incidents, academic research and cross-industry lessons, the programme explores both routine safety challenges and high-impact, low-frequency risks. Participants will examine how leadership actions, assumptions and communication styles directly affect safety outcomes, often more powerfully than formal controls alone.

The training begins by looking at safety leadership as a social process - one that enables teams to work together to achieve better, safer results. The expert trainer explores how safety culture is formed and sustained, and why leaders must lead by example if they expect safe behaviours from their teams and colleagues.

The training course distinguishes clearly between safety management and safety leadership. While management focuses on monitoring resources and processes, leadership is about setting direction, prioritising risk and ensuring accountability. The expert trainer examines how safety responsibilities can be delegated without losing leadership accountability, and what true competence means in safety-critical roles.

Through detailed case studies and examples, participants will analyse how leadership failures, communication breakdowns and unmanaged assumptions contributed to catastrophic outcomes – and understand what lessons can be learnt.

The training course also addresses leadership risk and human error, exploring the difference between errors and violations, why mistakes occur even among competent professionals, and how leaders should respond in ways that promote learning rather than blame. Particular attention is given to managing assumptions - often described as ‘silent assassins’ - that can undermine even well-designed safety systems.

Finally, the trainingcourse examines extreme risk scenarios and how to prepare for high-impact events that are either unpredictable or known but underestimated. Focussing on and how scenario-based training and tabletop exercises can strengthen organisational resilience and crisis response will build the skills to master H&S in the pharmaceutical workplace.

Benefits of attending

By attending this training course, participants will have a clearer understanding of their role in shaping safety outcomes, improved confidence in addressing both everyday and exceptional risks, and gain practical tools for leading safety more effectively.

- Strengthen leadership behaviours that drive safe decision-making
- Improve communication and influence around safety at all levels
- Get to grips with how to foster a strong safety culture and communicate expectations clearly
- Understand human error and respond effectively without blame
- Identify and challenge hidden assumptions that undermine safety
- Ensure safety practices remain robust as processes, technologies and organisations evolve
- Manage both routine risks and high-impact, low-probability events effectively

Who should attend?

This training course is designed for leaders and managers across pharmaceutical organisations who have responsibility for safety, risk, and operational decision-making, including:

- Senior leaders and executives (Directors, VPs, Heads of Function)
- Manufacturing and operations leaders
- Quality assurance and quality management leaders
- EHS / HSE managers and safety leaders
- Engineering, facilities and technical services managers
- R&D and laboratory managers
- Supply chain and technical operations leaders
- Regulatory affairs and compliance leaders
- Project, change and transformation managers

It is particularly valuable for leaders who influence safety culture, oversee safety-critical activities, or manage teams operating in complex, regulated, or high-risk environments.

Run this programme in-house for your whole team

Coming to IPI Academy for your in-house training provides an all-inclusive service which gives you access to a wide variety of content, learning platforms and delivery mechanisms as well as your own personal training adviser who will work with you from the initial enquiry through to feedback and follow-up after the programme.

With over 600 trainers, all practitioners and experts across a huge range of fields, we can provide the training you need, where you need it, when you need it, and at a price which suits your budget. Our approach to tailored learning and development consists of designing and delivering the appropriate solution for each client.

For your FREE consultation and to find out more about how we can work with you to solve your training needs, please contact our training advisers:



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IPI Academy

IPI Academy is a training initiative of Falconbury and Management Forum; leading providers of industry training for over 30 years, based in the UK.

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