

# Managing Sustainably



**Beyond compliance, understanding  
a socially sustainable world of work**

# Why managing sustainably matters

While many businesses have an understanding that people are an essential part of their success, few actively nurture their human capital in an informed and systematic way.

The Covid-19 pandemic has been a wake-up call. It's now clear that occupational safety and health (OSH) is not just a nice-to-have, but a key element of business management.

By ensuring that workers are not only safe and healthy but also contented and fulfilled, organisations can gain a reputation for being good employers, attracting talent and loyalty.

This course aims to raise awareness of the value of human capital and show how OSH management can contribute to a positive workforce culture and a sustainable business.

## Who is the course for?

This course is designed for managers and supervisors in all sectors globally, who want to know how to gain competitive advantage from long-term business sustainability by putting their people at the centre of their thinking.

The course demonstrates the value of human capital. It shows how OSH links to the broader sustainability agenda and identifies how this can help to build and maintain a more sustainable business.



## How do organisations benefit when their employees attend this course?

- Immediate payback: their managers and supervisors will return from the training motivated and inspired, ready to introduce social sustainability principles to the organisation.
- Longer-term gain: their managers and supervisors will be able use what they have learned to implement social sustainability measures and monitor their performance.
- There will be organisational benefits from the insights the employees gain through memorable and thought-provoking discussions and activities.

## What will participants experience when they attend the course?

- They will receive globally recognised, respected and certificated training that's designed and quality-controlled by IOSH, the Chartered body for safety and health professionals.
- They will learn efficiently and effectively – this single course gives solid grounding in human capital and the relationship between OSH management and social sustainability.

## What can trainers expect?

- Straightforward, high-quality training designed by a team of specialists.
- A ready-to-go programme pack – we've done the hard work, saving you valuable preparation time.
- Full back-up from our support team on every aspect of training, from advice on the training environment to guidance on marking assessments.
- Free technical updates.



# Course content

*Managing Sustainably* is a two-day course (12.5 hours) delivered only by IOSH's network of approved training providers. The course covers the following topics.

- 1 The meaning of sustainability, human capital and the three inter-dependencies.**
- 2 The United Nations Sustainable Development Goals (UN SDGs) and how OSH relates to them.**
- 3 The meaning of a culture.**
- 4 The core OSH principles.**
- 5 The importance of tracking performance to social sustainability.**
- 6 The importance of good management to social sustainability.**

# Course format

The course takes the form of five sessions, a 30-minute multi-format assessment, and an action plan.

## **Session one** **OSH and sustainability**

- What does sustainability mean?
- Importance of OSH to human capital
- How sustainability contributes to OSH
- Key elements of human capital

## **Session two** **OSH for the operational manager – what makes a culture**

- Culture and sustainability
- Valuing people
- Culture change
- Human psychology 101
- Gathering information

## **Session three** **Understanding OSH risks for managers**

- OSH risks and sustainability
- Concept of 'safe enough'
- Assessment of risk
- Addressing wellbeing

## **Session four** **Measuring OSH performance**

- Measuring performance
- Lagging and leading indicators
- Tracking performance measures
- External perceptions of OSH

## **Session five** **Personal effectiveness**

- Effective management
- Management styles
- Reflection exercise
- Summary

## **Managing Sustainably includes:**

- access to an online platform which enables trainers to deliver the face-to-face course
- a course presentation, featuring engaging activities, videos and case studies
- unlimited access to digital trainer notes (step-by-step guidance on delivering the course)
- a digital bank of assessment papers and marking papers
- a digital action plan template and marking scheme
- a delegate workbook with sections for notes.

## **The Course Management System**

You can manage and deliver IOSH-packaged courses through one central, web-based platform: IOSH's Course Management System (CMS).

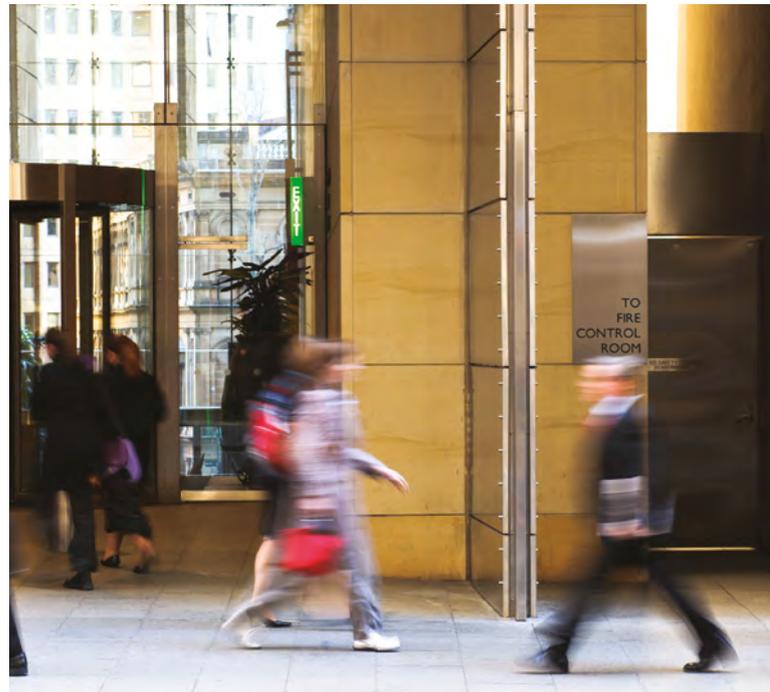
The CMS allows IOSH to keep course content up-to-date, with the latest guidance. It also enables you to create personalised or translated versions of IOSH courses to address unique training needs. Once you log in to the CMS, it's easy to run or manage your licensed courses, manage any other trainer users who are assigned to your training provider account and produce information on course usage.

It's compatible on Macs with Safari and Chrome (latest versions). We've produced a dedicated extension for the Chrome browser for you to install, so that you can deliver IOSH courses offline – anytime, anywhere, without an internet connection.

## **Eligibility**

Any trainer who delivers *Managing Sustainably* must:

- be at least a Technical Member of IOSH, with a safety and health qualification and CPD in good standing
- have two years of social sustainability experience, evidenced by submission of an up-to-date CV
- have two years of substantial, face-to-face, training delivery experience
- have an adult training qualification at level 3 (QCF) or equivalent in a recognised qualifications framework **or** have completed the IOSH *Train the Trainer* course successfully.



## **Next steps...**

Call us on **+44 (0)116 257 3605** to talk through your training needs or email **[courses@iosh.com](mailto:courses@iosh.com)**

**[iosh.com/managingsustainably](http://iosh.com/managingsustainably)**

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IOSH is the Chartered body for health and safety professionals. With more than 49,000 members in over 130 countries, we're the world's largest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We're the voice of the profession, and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with international NGO status.

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