

Health & Safety Leadership (HSL 8040) Business Case for OHS Change

Course Description

A business case attempts to answer the question, "Why should my organization invest the proposed resources (both time and money) to implement the proposed action or set of actions?" The answer typically incorporates the alignment with the organization's strategic direction and goals, resource availability, affordability, financial value (i.e., profitability), social value, and acceptability of risk. This course attempts to identify which systemic approaches deliver the most significant economic and social value while maximizing alignment with organizational goals, resource availability, and risk appetite. To wrap up, students will review Communication Strategies for presenting the business case to the Board of Directors/Executive Management to maximize the probability of approval.

Learning Objectives

- Summarize the essential elements in an OHS Business Case
- Construct a Business Case for an organizational OHS opportunity
- Outline the communication strategies for the Business Case based upon the anticipated audience
- Present the Business Case to their peer group for constructive feedback
- Provide constructive feedback regarding peer Business Case presentations based upon the essential elements and communication strategies
- Effectively collaborate with a virtual team to produce quality results

Grade Scheme: Letter Grade

Minimum Pass: 70%

Assessments:

- Participation
- Assignments (2)
- Presentation
- Group Work

*Please note that this document is for marketing purposes and that the details of the course including grading and objectives may change or vary.

Grade	Grade Point Average (GPA)	Percentage
A+	4.3	98-100%
A	4.0	94-97%
A-	3.7	90-93%
B+	3.3	87-89%
B	3.0	84-86%
B-	2.7	80-83%
C+	2.3	76-79%
C-	2.0	70-75%
F	0.0	0-69%

Health & Safety Leadership (HSL 8041) Enterprise Risk Management

Course Description

This course begins with a review of the fundamental concepts in risk analysis and management. Then through the examination of various case studies, the course analyzes the structures and processes involved in Enterprise Risk Management. A variety of key performance indicators, including leading and lagging indicators, will be explored and linked to organizational strategy development. Also, how the entire organization's risk management efforts can contribute to creating and protecting its financial and social value will be studied.

Learning Objectives

- Understand the fundamental principles of risk analysis and management, including limitations
- Describe the management system structures involved in effective ERM systems
- Outline effective metrics and measure for an ERM system and produce concise communication on risk
- Describe the link between ERM success and Organizational Strategy
- Effectively collaborate with a virtual team to produce quality results

Grade Scheme: Letter Grade

Minimum Pass: 70%

Assessments:

- Participation
- Discussion Forums
- Assignments
- Final Paper

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Health & Safety Leadership (HSL 8042) Essential Communication and Interpersonal Skills for H&S Leaders

Course Description

This course highlights the importance of effective communication in the workplace. Beginning with a review of the 'communication process,' the course will offer students an opportunity to 'self assess' and review work from leading authors on this topic. The material includes a brief review of management models, leadership styles, and highlights the critical relationship between workers and supervisors. It will review how shared perceptions of value are determined and grown. Finally, the course will teach students to apply strategies that increase ownership of occupational health and safety management systems by management and workers alike, which leads to enhanced loyalty and more significant profit.

Learning Objectives

- Demonstrate the importance of self-assessing your communication persona
- Apply powerful communication techniques, utilize the power of collaboration and employ the practices of trust-building and collaboration
- Interpret messaging correctly to ensure effective and intentional communication
- Gain confidence in your ability to negotiate more effectively
- Increase ownership of health and safety initiatives by target audiences

Grade Scheme: Letter Grade

Minimum Pass: 70%

Assessments:

- Participation
- Assignments (3)
- Final Exam

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B-	2.7	80-83%
C+	2.3	76-79%
C-	2.0	70-75%
F	0.0	0-69%