



*Presented by*  
**Falconbury**

# Mastering Health & Safety Leadership in the Pharmaceutical Industry

**10 June 2026**  
+ 18 November 2026

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:**  
Live online



**CPD:**  
6 hours for your records



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 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 programme 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 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 programme 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 course 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 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 event 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.

# Programme

## **Introduction to safety leadership and management**

- Safety leadership and culture
- The role of safety management
- Delegation and competency
- Safety leadership failures

## **Case study: Safety leadership**

- Anatomy of an explosion
- Learning points

## **Case study: Poor communication leads to a disaster**

- How crucial mistakes were made
- The aftermath
- Learning points

## **Leadership and risk**

- Basics of risk management
- Fundamental questions for safety leaders to consider
- Performance influencing factors
- Leadership and human error
- Managing human error case study
- Types of safety violations with examples

## **Leadership and system weakness**

- Improving safety management procedures and processes
- Managing assumptions
- Black swans – freak events: how to plan for the unexpected
- Grey rhinos – managing the threat of unlikely (but known) events
- Management training in crisis response
- Advantages and disadvantages of table top exercises

## **Summary and final questions**

# Presenter



## Andy Farrall

**Andy Farrall FIIRSM CMIOSH MIIAI MIOl** is a chartered safety management consultant and accident investigator with over 16 years' experience. He is accredited with the UK Occupational Safety and Health Consultants' Register (OSHCR) and holds numerous professional memberships and qualifications.

His professional experience is wide ranging and international, but of particular relevance is his emergency services background. He spent 12 years in the NHS ambulance service – both as part of an emergency crew and as a control room officer – and twice received a Chief Officer's Commendation for his work at serious road traffic collisions.

During this time, he was called upon to deal with literally thousands of emergencies. Many of them were routine (or as routine as any medical emergency can be), but some of them involved complex, potentially life-threatening, dynamic situations which required tactical coordination with other services.

Overall, his experience and skills developed during his ambulance career were such that he was later invited by the Irish National Ambulance Service College to write and present a series of courses on critical decision-making for their officers and paramedics.

And in 2022 he was invited to speak at the "IXth International Scientific and Practical Conference on Health & Safety" – an international online conference for the Ukraine government which was hosted from Warsaw. His chosen topic for that conference was "Critical thinking: decision making in times of crisis".

He has partnered with IPI Academy to develop, and then present, a series of one-day webinars specifically for the pharmaceutical sector on topics such as managing human error; crisis management; and H&S leadership.

# Course dates

**10 June 2026**

**Live online**

09:30-17:00 **UK (London)** (UTC+01)

*Course code 16869*

GBP **499** ~~599~~

EUR **699** ~~839~~

USD **803** ~~959~~

**Until 06 May**

**18 November 2026**

**Live online**

09:30-17:00 **UK (London)** (UTC+00)

*Course code 16879*

GBP **499** ~~599~~

EUR **699** ~~839~~

USD **803** ~~959~~

**Until 14 Oct**

## How to book



**Online:**

[ipi.academy/3321](https://ipi.academy/3321)

Alternatively contact us to book, or if you have any queries:



**Email:**

[info@ipiacademy.com](mailto:info@ipiacademy.com)



**Phone:**

[+44 \(0\)20 7749 4749](tel:+442077494749)

## Discounts

- Booking more than one delegate on any one date qualifies for a **30% discount** on the second and subsequent places.
- Most events qualify for an **early booking discount** prior to 6 weeks before the course date. Be sure to check on our website, where the latest discounts will be shown.

## Further information

### Fee

The fee includes all meals and refreshments for the duration of the course (for venue-based courses) and a complete set of course materials (provided electronically). If you have any particular requirements, please advise customer services when booking.

### Please note

IPI Academy (and our training partners) reserve the right to change the content and timing of the programme, the speakers, the date and venue due to reasons beyond their control. In the unlikely event that the course is cancelled, we will refund the registration fee and disclaim any further liability.

### Terms and conditions

The rest of our terms, the event cancellation policy and the terms and conditions are on our website, please visit [ipi.academy/content/terms-and-conditions](https://ipi.academy/content/terms-and-conditions)

## 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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