

# **Leadership, Culture, and Ethics in Safety and Security**

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# Overview

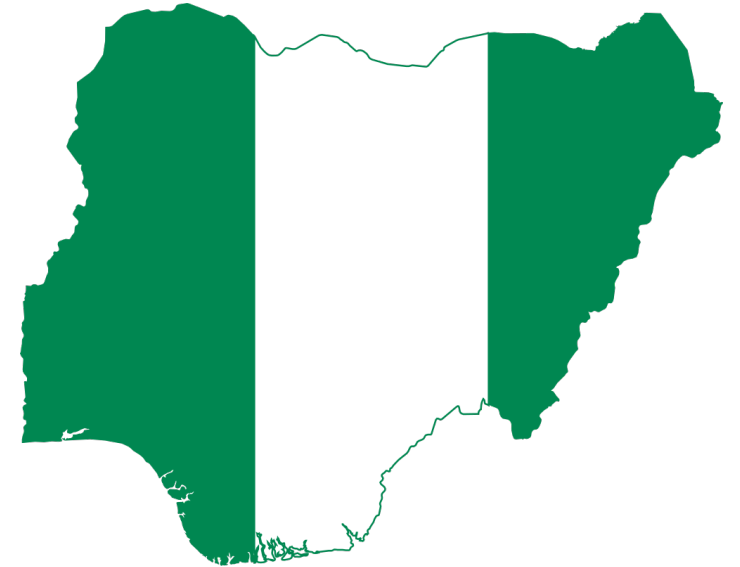
- Highlight the strategic intersection of leadership, culture, and ethics in achieving workplace safety and security.
- Inspire transformation in safety practices across Nigeria through innovation and responsible leadership.
- Provide actionable insights to drive collaboration and long-term cultural change.



# The Nigerian Safety & Security Context.

## Realities We Face:

- Infrastructural Gaps: Aging facilities, poor maintenance.
- Regulatory Weaknesses: Enforcement inconsistency, and inadequate penalties.
- Awareness Gaps: Limited training, cultural indifference to safety.



# Opportunities Ahead:

- Young, Tech-Savvy Workforce: Potential to drive change.
- Global Influence: Adoption of ISO standards and international practices.
- Public-Private Partnerships: Room for collaboration and joint innovation.



# LEADERSHIP

Is the ability to **inspire**  
and **influence** a group  
of people to achieve  
**worthwhile goals.**

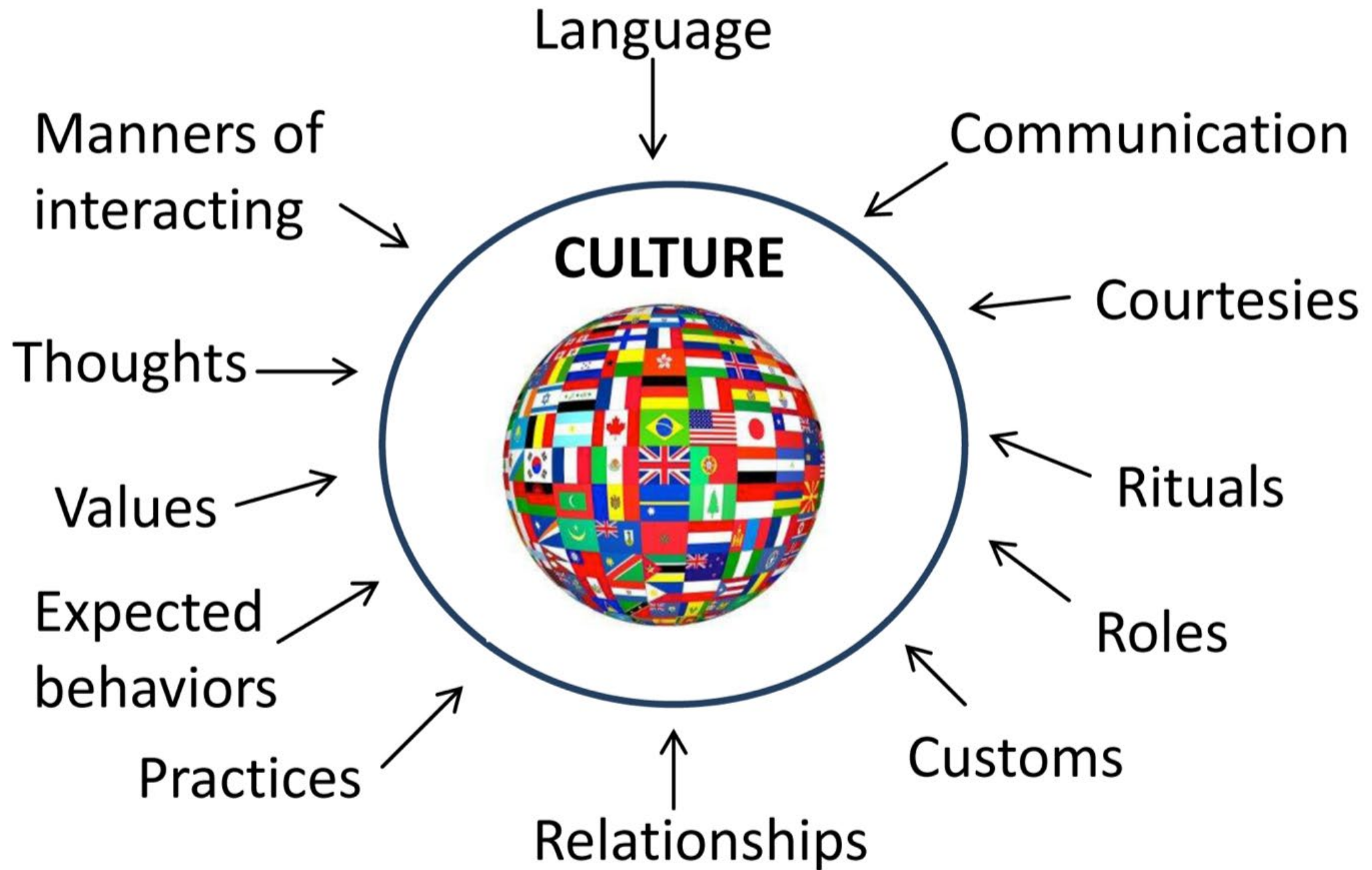


# Why Leadership Matters in Safety.

- Leadership Shapes Vision: Safety begins at the top.
- Influence Behavior: Employees mimic leadership behaviour, safety must be modelled, not just mandated.
- Drive Accountability: Leaders who prioritize safety embed it into processes, reviews, and KPIs.
- Inspire Psychological Safety: When leaders are approachable, workers report incidents and voice concerns early.







# Culture Eats Strategy for Breakfast.

-Peter Drucker





# Culture as the Engine Room.

- **Culture Is the Unspoken Code:** It determines behaviour even without supervision.

## **Safety Culture Includes:**

- **Shared values and beliefs about safety.**
- **Consistent actions and reinforcement.**
- **Recognition of safety champions.**
- **Long-Term Impact:** A strong safety culture prevents accidents even when external supervision is absent.



# Ethics: The Non-Negotiable Pillar.

- Ethics Drives Integrity: Ethics means doing what is right, not what is easy or convenient.

## Without Ethics:

- Safety becomes tick-box compliance.
- Reporting gets manipulated.
- Whistleblowers are silenced.

## With Ethics:

- Transparency, fairness, and accountability are normalised.
- The safety system becomes trustworthy.

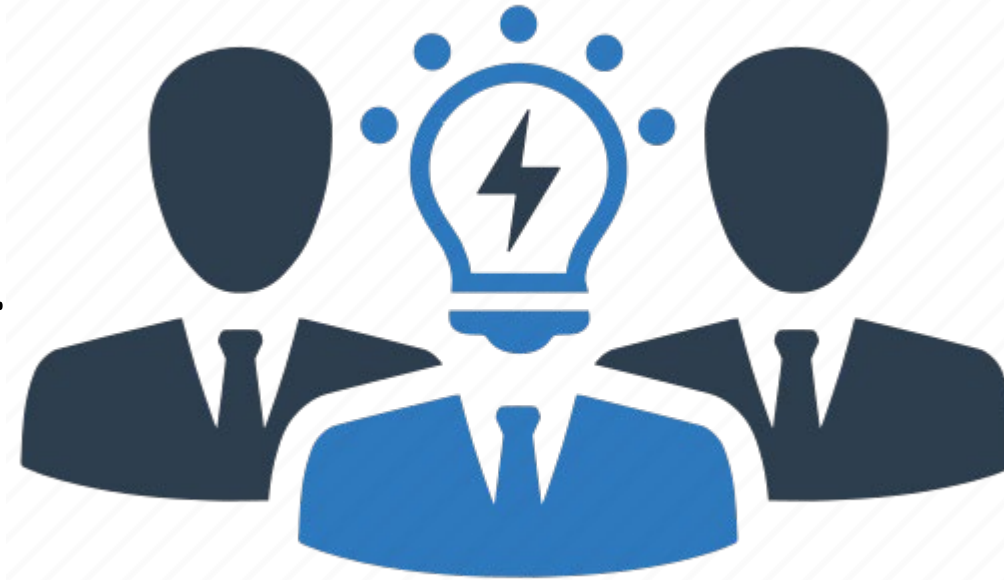


# The Leadership–Culture–Ethics Triangle.

- Leadership Sets the Tone
- Vision, enforcement, and resource allocation.
- Culture Embeds the Tone
- Everyday habits, language, rituals, and reinforcement.
- Ethics Tests the Tone
- Decision-making in crisis, commitment to integrity.

Together:

- They create an ecosystem of resilient safety practices and sustainable security outcomes.



# Case Insight: A Tale of Two Sites.

## Site A:

Great safety policy on paper.

Poor leadership and toxic culture.

Result: Underreporting, shortcuts, increased incidents.

## Site B:

Strong value-driven leadership.

Open feedback culture, reward for safety.

Result: Higher morale, lower incidents, continuous improvement.

- Lesson: Systems don't save lives, people do. Culture and ethics matter more than paperwork.



# Gaps, Challenges, and Opportunities.

## Current Gaps:

- Token leadership commitment.
- Fragmented policies and lack of ownership.
- Inadequate enforcement and consequence management.





## Challenges:

Resistance to change and complacency.

Poor integration of safety in core business goals.

Ethical lapses and corruption.

## Opportunities:

Leverage mobile tech for safety training and reporting.

Develop safety champions and role models.

- Foster collaboration across industries and regions.





# Innovating Through Collaboration & Responsibility.

**Cross-Sector Collaboration: Government + private sector + academia = faster change.**

**Mentorship Programs: Build next-gen safety leaders with ethical foundations.**

**Embedded Responsibility: Safety is everyone's job, not just HSE officers.**

- **Digital Innovation: AI, wearable tech, predictive analytics, and tools that improve foresight and response.**



# Call to Action: What Must Change

- Rethink Leadership: Make safety a core metric for success in leadership evaluations.
- Shape Culture Daily: Use storytelling, reward systems, and accountability structures.
- Ethics Must Lead: Protect whistleblowers, enforce consequences, and lead by example.
- Collaborate: Safety in Nigeria must become a shared national responsibility.



**“Ethics is knowing the difference between what you have a right to do and what is right to do.” – Potter Stewart**

**Let’s lead boldly, build the right culture, and make safety everyone’s priority.**

- **Together for a Safer Nigeria.**

*Thank  
you!*

