

WHAT IS THE

# HeroCODE

A strong workplace culture prioritises both physical and psychological safety, which enhances well-being, performance, and the ability of high-reliability teams to handle pressure.

These organisations excel at spotting and addressing early warning signs. Tools like HeroCODE empower individuals to proactively manage these risks, building resilience. Beyond just safety, this culture cultivates leadership, strengthens teamwork, and fosters long-term success through shared values and excellence.

WHY

# HeroCODE



### Scalable solutions

Designed for individuals, teams, and organisations. HeroCODE can be scaled to suit you and your needs.



### Flexible options

Self-paced or with weekly sensemaking sessions. HeroCODE is flexible for you.



### Accessible for all

Available in 40+ languages and accessible for users with disabilities. HeroCODE is for everyone.

FOCUS AREAS

### The HeroCODE

The principles of HeroCODE provide a framework for building quality workplace cultures. Understand how the CODE empowers a workforce by recognising and utilising the leadership potential in every person.

### Operational Tactics

Strategies work when everyone is empowered to play their part. Learn how the Operational Tactics form part of the PEAK Performance strategy to encourage every worker to apply the principles of the HeroCODE.

### Building Rapport

Having strong relationships with the people in your workplace will transform the way you collaborate with others. Learn the four essential tools for building rapport that will help you navigate political landscapes so that you can communicate effectively.

### Values Alignment

Aligning safety values in your workplace is essential to establishing reliability. Understand the four types of values and how to align your personal safety values with the safety values of your colleagues, your organisation, and your stakeholders.

Individuals

### HeroCODE Playbook

Unlock your individual safety leadership potential

Designed for leaders at all levels - Team Leaders, Supervisors and Managers

Tools to enhance team safety culture, both physically and psychosocially

# Our Solutions

Essential elements to build High Reliability Teams including, values alignment, the use of power, as well as providing operational tactic

Teams

### Teams Safety Culture Quick Build Kit

Unlock your team safety leadership potential by normalising the practice of High Reliability Teams.

Build a High Reliability safety culture for a team of 20 people

Rapidly implement the knowledge, skills and attitudes of Safety Leadership at all levels through the HeroCODE

A unique combination of self-paced, blended, and in person experiential learning

Enterprise

### Accelerated Culture Transformation through Safety - ACT(S)

Embed a modern approach to safety. Establish high reliability attributes through a tailored workplace strategy that meets your enterprise needs.

Diagnose your current program

Build safety leadership Capability at all levels through the HeroCODE

Prime your leadership team

Implement performance coaching

Calibrate progress and expect more

# C.O.D.E



### Courage to act

Having the courage to act is having the confidence to speak up in your workplace.



### Demonstrate passion

Approaching every situation with high energy to reflect your passion.



### Own the challenge

Owning the challenge is taking ownership of your areas of influence.



### Engage Respectfully

building a strong foundation of trust and rapport.

Essential safety leadership skills for the modern workforce.

Endorsed by



HeroCODE academy

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