

CERTIFICATE PROGRAM • 38+ HOURS

Certificate in Coaching- Led Safety *Leadership*

Better conversations lead to better decisions in
the moments that matter.

The first and only NEBOSH Verified coaching-led safety
leadership program.

38+

HOURS TOTAL LEARNING

6

ELEMENTS OF PRACTICE

12

PLACES PER COHORT



Move beyond telling and checking.

This certificate teaches you how to hold safety conversations at every level of an organization, from the floor to the boardroom. Those conversations build trust and ownership, help people make better decisions, and improve health and safety performance.

It is built on internationally recognized coaching principles and on the realities you work in: risk, regulation, operational constraints and culture.

You'll leave able to

- Choose the right stance: coach, guide, challenge or direct
- Build ownership in a conversation without blame
- Work with defensiveness and competing priorities
- Strengthen psychological safety and speaking up
- Find leverage in systems and lead through resistance

What makes it different

It is built around the **ISCL MOMENT Method™**, our proprietary framework, supported by evidence-based coaching practice.

Every Element is underpinned by the ISCL Code of Ethics and Code of Conduct.

It is also **NEBOSH Verified**, the first and only coaching-led safety leadership program to hold that status.

WHO IT'S FOR

No prior coaching experience is needed. The certificate is designed for anyone who leads safety conversations at work, and is equally valuable to the people who shape the conditions those conversations happen in.

If you lead safety conversations

- Safety, HSE and SHEQ leaders and practitioners
- Supervisors, team leaders and line managers
- Site and project managers
- Internal safety advisors, business partners and consultants in high-risk industries

If you shape how they happen

- HR and People & Culture partners
- Psychosocial health, wellbeing and mental health practitioners
- L&D professionals and internal coaches

Prerequisites

None. It's most valuable if you're in, or moving into, a role with real influence over the safety conversations that happen at work. Sufficient English to complete the assessments is required.

The ISCL MOMENT Method™

Six steps that work in a five-minute conversation on the floor or a ninety-minute review in a boardroom.

M

Mode

Choose the right stance for the situation: coach, guide, challenge or direct.

O

Objective

Agree the purpose of the conversation, including boundaries and contracting.

M

Map the reality

Surface what's actually happening, including constraints and assumptions.

E

Explore options

Open up choices before committing to action.

N

Next steps

Commit to specific actions with named owners, and follow up.

T

Track the results

Define success in observable terms and evaluate progress.



What a coaching-led safety conversation actually is

A workplace dialogue, led by someone with safety accountability, that uses coaching skills (inquiry, presence and ownership language) to help another person think clearly about a real safety situation, own the next step, and uphold standards. It is *not* general coaching, a directive instruction, a toolbox talk, or an investigation. Telling these apart, and choosing the right one, is where we begin.

Typically 5 to 30 minutes, in the moment, where safety decisions are made.

Six Elements, 38+ hours in total

Each Element takes one part of the MOMENT Method™ and builds the skills, language and ethics that make it work in a real workplace. The hours shown below are **structured learning**, which you work through in your own time. The six live labs are additional, and together they add the remaining nine hours.

29 hrs structured learning + 9 hrs live labs (6 × 90 min) = **38+ hrs total learning**

ELEMENT	MOMENT STEPS	STUDY HRS
1 · Scope, stance and boundaries Coaching vs advising, directing, training. When a directive stance is the right one.	Mode · Objective	4 hrs
2 · Coaching conversations for safety The ISCL Conversation Spine, contracting, and structured inquiry inside Explore.	Map · Explore	6 hrs
3 · Decision conditions Defensiveness, competing priorities, attention, cognitive bias and sensemaking.	Map (deepened)	5 hrs
4 · Psychological safety and learning Speaking-up routines and the micro-practices that make Next steps real.	Next steps · Track	4 hrs
5 · Culture, systems, leverage, resistance Widening options at the system level and ethical influence without coercion.	Explore (system level)	5 hrs
6 · Applied practice and impact Individual, group and peer contexts; learning reviews; evaluating and evidencing value.	Whole method	5 hrs



Six Elements, one conversation.

By the end, MOMENT is not a model you have to remember. It is how you show up when something matters, on the floor, in the moment, with the person in front of you.

TIME COMMITMENT

38+ hours, two ways to do it

Total learning time is **38+ hours**, made of two parts: **29 hours of structured learning** across the six Elements, worked through in your own time, plus **9 hours of live labs**: six facilitated 90-minute sessions for skills practice, coached feedback and applying the method to your real situations.

OPTION 1

Six-week cohort

A guided six-week cohort that pairs the 29 hours of self-paced study with the six live labs, scheduled across the six weeks.

Completion: 6 weeks

OPTION 2

In-person intensive

An immersive in-person format covering the full 38 hours together in the room, live labs included. Scheduled on request for teams of eight or more.

Completion: 5 days in person



Three ways you show what you can do

There is no exam hall and no trick questions. You work through a short knowledge check online, write up one real situation, and record one genuine conversation. Everything is drawn from work you are already doing.

A A short knowledge check

Multiple choice, taken online whenever suits you, covering the six Elements.

40 QUESTIONS · 60 MINUTES · PASS 70%

B One written case

You pick a situation you know well, such as resistance to change or speaking up after a near miss, and write about how you would handle it. We give you the template.

900 TO 1,200 WORDS · WRITTEN IN YOUR OWN TIME

C One recorded conversation

An audio recording of a real coaching-led conversation, submitted with a transcript, with consent agreed up front. We listen for how you hold the conversation and land a clear next step.

12 TO 15 MINUTES · AUDIO PLUS TRANSCRIPT

You get room to get it right

Complete all three and you have earned the certificate. Nobody is judged on a single off day: you get a second attempt at the knowledge check, and one resubmission each for the written case and the recording.

All three are marked against the syllabus Elements and ISCL professional standards, and completed within your enrollment period.

Your assessor gives written feedback either way, so even a resubmission tells you something worth knowing about how you handle these conversations.



Most instructors bring theory or experience. Megan brings both.



Dr. Megan Tranter spent years at the most senior levels of global EHS leadership: Global Vice President EHS at PepsiCo, Global Director at Amazon, and Senior Director at Netflix, before founding the Institute for Safety Coaching and Leadership.

She is a former university lecturer at undergraduate and master's level in Australia and Hong Kong, and an **ICF Credentialed Coach** who has coached leaders across some of the world's largest organizations.

She built this program to teach what those years actually taught her.

ACADEMIC

PhD. Former university lecturer in Australia and Hong Kong, undergraduate and master's programs.

EXECUTIVE

Global VP EHS at PepsiCo. Global Director at Amazon. Senior Director at Netflix. Fortune 500 boardroom leadership.

COACHING

ICF Credentialed Coach. Leaders coached across global organizations in high-risk industries.

AUTHOR & SPEAKER

Three times published author. Top-ranked speaker at major industry events globally.

LATEST BOOK, PUBLISHED 2025

Clarity in Chaos: Lead with Purpose in Disruptive Times

A credential pathway, not just a certificate



NEBOSH Verified. Independently reviewed against NEBOSH's quality criteria, and the first and only coaching-led safety leadership program to hold NEBOSH Verified status.

This certificate meets ISCL's 38-hour coaching qualification requirement for two individual credentialed membership pathways: **Affiliate Safety Coach (AfSC)** and **Accredited Safety Coach (AcSC)**.

Worth knowing. Completing the certificate does not automatically confer an ISCL credential. Credentialing is awarded separately against the full requirements of the relevant tier, including experience and other eligibility criteria.

STILL DECIDING?

"I cannot spare the time."

Six weeks, six 90-minute labs, and study you fit around work. The conversations you practice are ones you were having anyway.

"My employer will not fund it."

Ask on your intro call and we will give you a one-page business case, written for the person who signs it off.

"Does coaching work in safety?"

Bring a real situation to the intro call. We will work it through together, and you can judge the method on your own problem.



One price, everything included

FULL CERTIFICATE

US\$2,497

Per person. Six-week cohort, all six live labs, assessment and certification included.

Or three monthly payments of US\$899.

What's included



- 29 hours of structured learning across the six Elements
- Six facilitated live labs, taught by Dr. Megan Tranter
- Cohort capped at twelve people, so you practice and get feedback
- All assessment, marking and written assessor feedback
- The ISCL Certificate in Coaching-Led Safety Leadership, NEBOSH Verified, on completion

Upcoming cohorts

January 20 to March 3, 2027

April 14 to May 26, 2027

Twelve places per cohort. Live labs are held on Wednesdays. Teams of eight or more can run a private cohort or a five-day in-person intensive on site, scheduled around operations.

Low risk to start

Talk first. Book a free intro call and decide with a real conversation, not a brochure.

Pay in installments. Three monthly payments of US\$899 instead of paying up front.

Decide after lab one. Join the first live lab, and if it is not what you expected, withdraw for a full refund.

Ready to change how the next conversation goes?

Questions before you enroll?
support@isclnstitute.org

Enroll at isclnstitute.academy