



Psychosocial Safety
and Leadership
Awards
2026

David Laarhoven Get FIRE Training

FINALIST

Outstanding Leadership in Psychosocial Safety



David Laarhoven brought a trauma-informed approach to emergency preparedness at Lifeline North Coast, identifying concerns around role clarity, crisis responses and safety as system-level issues. He introduced collaborative procedure rewrites, plain-language resources and scenario-based workshops designed to build confidence while respecting emotional limits.

David prioritised system redesign over training alone, simplifying Emergency Control Organisation roles and replacing complex procedures with clear guides and decision pathways. Worker and HSR feedback gathered through workshops, drills and debriefs directly informed changes to procedures and emergency plans.

The judges highlighted David's strong understanding of psychosocial safety and commitment to system-level risk management, particularly his trauma-informed practices, genuine worker consultation and focus on closing feedback loops.

10 September, 2026 – Tweed Heads