



Safety Differently

Achieving sustainable cultural change

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GM Safety and Risk

Orion

Where we've been

- Compliance
 - what the law says
- Behaviour
 - what psychologists say

What next????

- Culture
 - group dynamics and empowerment

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The next wave

Behaviour Based

- constraint and control
- task
- remove variability
- find and stop deviations
- linear cause and effect
- worker unsafe acts
- rule based

Empowerment Based

- engagement and trust
- curious questions
- understand variability / workarounds
- assumes a complex world
- strengths focused
- productive
- learning oriented

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Safety differently principles

- people are the solution, not the problem
- safety is about positives, not about the absence of negatives
- safety should be an ethical responsibility, not a bureaucratic activity

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People are the solution

Traditional

People are the problem and:

- are unreliable
- cause accidents
- need to be controlled
- must be constrained/monitored
- are the main reason for troubles

New

People are the solution and:

- have the answers
- are adaptive
- are empowered
- need to be trusted
- at the centre of decisions

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Safety is about positives

Traditional

The absence of negatives:

- perfect audit/ inspection
- nil non-compliance
- low frequency rates
- no safety stoppages

New

The presence of positives:

- investigate what went right
- safety brings innovation
- understanding fatal risk controls

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Safety as an ethical responsibility

Traditional

Safety is a bureaucratic activity:

- protect upwards against litigation
- paperwork "in case of incident"
- measured by injury rates (lag)
- rules created after an incident
- "you can stop the task"

New

Safety is an ethical responsibility:

- paperwork/systems are merely enablers
- seek everyone's views and perceptions
- understand workarounds
- encourage innovation and challenge
- authority vested in those who "do"
- focus on the things that cause harm

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If you want to know more....

Safety Differently Master Class

Sudima Hotel, 550 Memorial Ave, Christchurch Wednesday, November 16, 2016

<http://www.artofwork.solutions/events/2016/8/18/christchurch-safety-differently-master-class>

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