How to Create Sustainable Performance and Achieve Organizational Goals through Safety
Agenda

Welcome

Overview

Expert Discussion:

- Goals of a safety management program.
- Relationship to organizational performance.
- Factors that enable sustainable performance.
- Best practices to facilitate building sustainable expert performance.

Q & A session
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Webinar is 30 minutes duration, and recorded.

Please close out other open applications on computer.

Questions will be answered during the Q & A Period.
Goals of Safety Management Program
What are we trying to achieve?
Goals:

Traditional perspective:
1. How do we stop bad things from happening?
2. Failure happens when something breaks or fails
3. Add more barriers and constraints
4. Eliminate ‘unsafety’

New perspective:
1. How do we enable performance?
2. Failure is an unintended consequence of how your organization functions
3. Help people manage imperfection, fluidity and uncertainty
4. Create safety
Relationship to Organizational Performance
Relationship to Organizational Performance:

The new perspective aligns safety with organizational goals:

• Safety is a ‘mission enabler’
• Safety and production goals become aligned
• We also create more engagement and trust in the organization
• Safety helps create capacity to manage the unexpected
Factors that Enable Sustainable Performance
Factors and Barriers:

Factor:
1. Learning Culture; create a structure that facilitates learning and good decision making
2. Understanding and capitalizing on adaptations
3. Establish a culture of psychological safety
4. Focus on the conditions of work

Barrier:
1. Way Senior Leaders perceive safety and the safety department
2. Compliance mindset
3. Historical views and understanding of the workplace: Scientific Management/Theory X
Best Practices
Best Practices

1. Get out and identify opportunities to learn how actual work is happening and what are the risks that exist;
   Gemba walks, do work with workers, positive investigations, find your workplace story.

2. Use story telling to share experiences with workers and have them share their stories with you, identify opportunities to share with each other.

3. Identify those things that are stopping you as a leader from finding out what is really happening;
   Safety staff not easily accessible, only able to report through management, peer pressure to not report, in-group and out group cultural barriers

4. Develop a culture of psychological safety. Looking at the "Human Factor" people who may hold back sharing and reporting.
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Thank You!
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