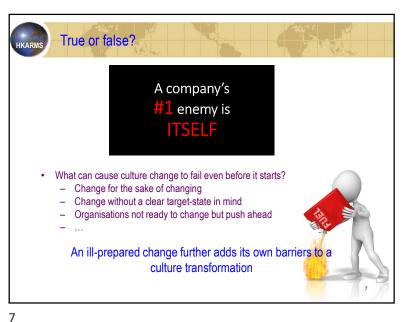


1 Safety culture

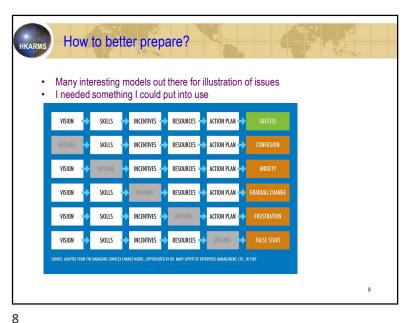


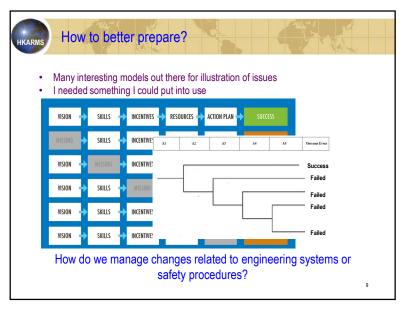




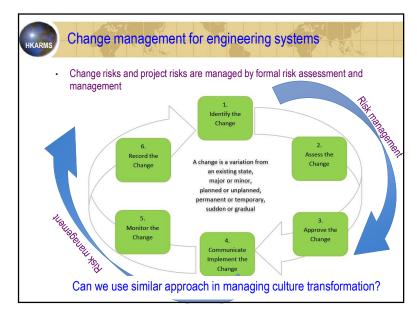


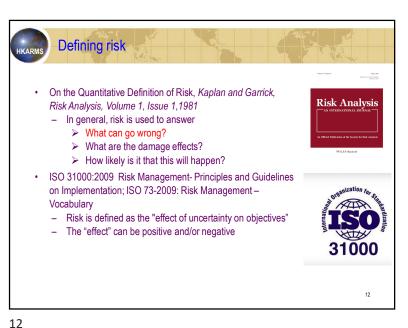
Why did your company start the last safety culture change campaign? Safety Skill Polling-A37 Safety Culture Safety Management System Enhancement Period Time How did it go? Polling-A38

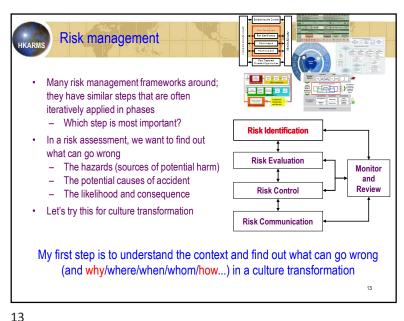






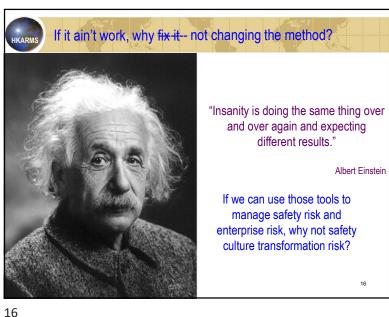


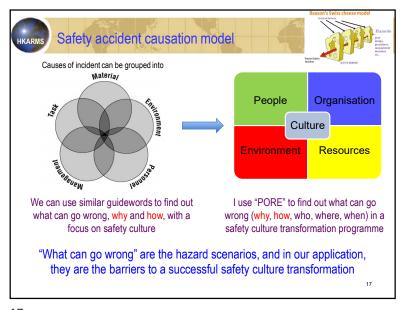








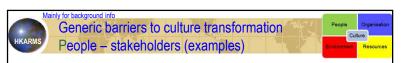






Using a risk registrar to document the "what can go wrong" - Culture transformation risk assessment • In a risk assessment, you want to find out what can go wrong – the hazards (sources of potential harm) and the potential causes of accident. The same should work for culture change · We can make use of a HAZAP or HAZID worksheet to manage these barriers Risk Control /Mitigation Hazards/ Barriers Lack of employee Add details about the control strategy, Medium Employee involvement and buy-in and champion Not involving the front-Add details about he control strategy. Employee Management Lack of effective communication strategy and champio Add details a Add description of the Add description of the Add details a countrie to the or setting, the rings Add guideword notential harm -harriers Similar to safety hazard assessment, you should develop your own

worksheet structure, risk matrix, guidewords, etc., for your barrier analysis



People include Front line staff, part time staff, managers, senior management, subcontractor, customers, visitors, public, etc.

- Lack of employee involvement and buy-in
- · Not involving the front-line staff
- · Resistance to step outside comfort zone
- Negative employee attitudes
- Lack of directors' commitment
- Lack of proper training on new state
- Poor feedback
- · Thinking cultural change takes time
- · Lack of the right leadership and focus
- ...

18

You can put all the structures and plans in place, but it all comes down to the people wanting to do the right thing driven by the right culture

20

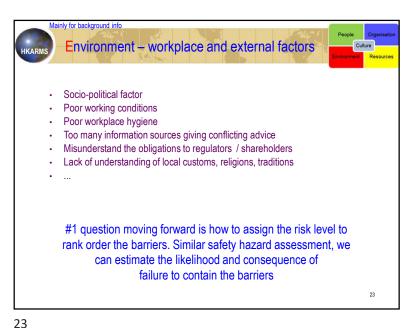
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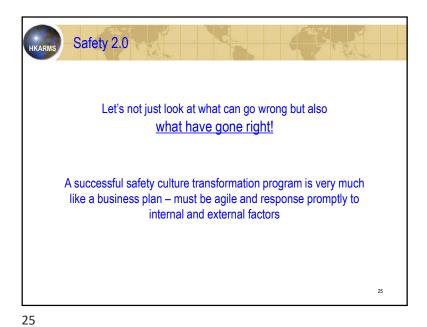
under management control

21









End 27

