



Positive Safety Cultures

For the last 10 years we have been working with companies to help them create a safer culture and reduce accidents in their workplace. Our involvement began in the Oil & Gas industry as part of the *Step Change in Safety Initiative* following the publication of the Cullen Report after the Piper Alpha disaster. Since then we have worked extensively across the world in many sectors including rail and construction, designing workshops and long-term programmes that engage individuals in examining their personal relationship with safety. This involves a change in safety values, beliefs about safety, personal attitudes to safety and safety behaviour and actions. This has been a real learning journey for us and we are continually refreshing our approach and the content of our workshops and programmes.

So . . . what's at the heart of a positive safety culture? Well, the short answer is three-fold:

- 1. Genuine and personal commitment from all of the Senior Management Team - not just operations. If leaders are modelling the behaviour expected and are supporting the systems and processes that make up the Safety Management System then the rest of the organisation is in no doubt about what 'good looks like'.*
- 2. A robust behaviour-based safety system that includes observation processes and is understood and owned by everyone in the organisation.*
- 3. The most critical element - a personal commitment to bringing a zero-incident safety culture to life. This is developed firstly on increasing self-awareness and the impact we have as individuals on the safety of others, and secondly on fuelling the intrinsic motivation of caring for other people.*

Our involvement starts with helping organisations establish their starting point, using many of the excellent survey tools and models available. We work with the leadership team to build alignment and commitment to change - their own beliefs and behaviour first and then the culture of the organisation. We work with operational teams, safety coaches and individuals right across the company to help implement the changes required and provide support to coaches and leaders to ensure that the change is sustainable. The principle of caring for each other underpins everything we do.