

Proactive Safety Leadership

Nick Wharton



Your partners in behavioural and cultural change

Benefits of Good Safety

- Less injuries
- Less absence
- Raised morale
- More efficiency
- Reduced costs
 - Compensation
 - Replacement labour
 - Damaged equipment
 - Insurance premiums
- Enhanced reputation
 - Investors
 - Public
 - Customers
 - Potential employees
- Win more contracts
- Other improvements
 - Quality
 - Environment



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Management vs Leadership

Safety Management

- Systems
- Processes
- Procedures
- Permits
- Safe Systems of Work
- Risk Assessments
- Checklists
- Audits



Safety Leadership

- Engagement
- Communication
- Listening
- Involvement
- Support
- Encouragement
- Motivation
- Direction



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Management vs Leadership

Safety Management

- We do our tasks in a given way because the process tells us to do it that way. We follow the procedure, which has been imposed on us because we don't want to get in trouble.

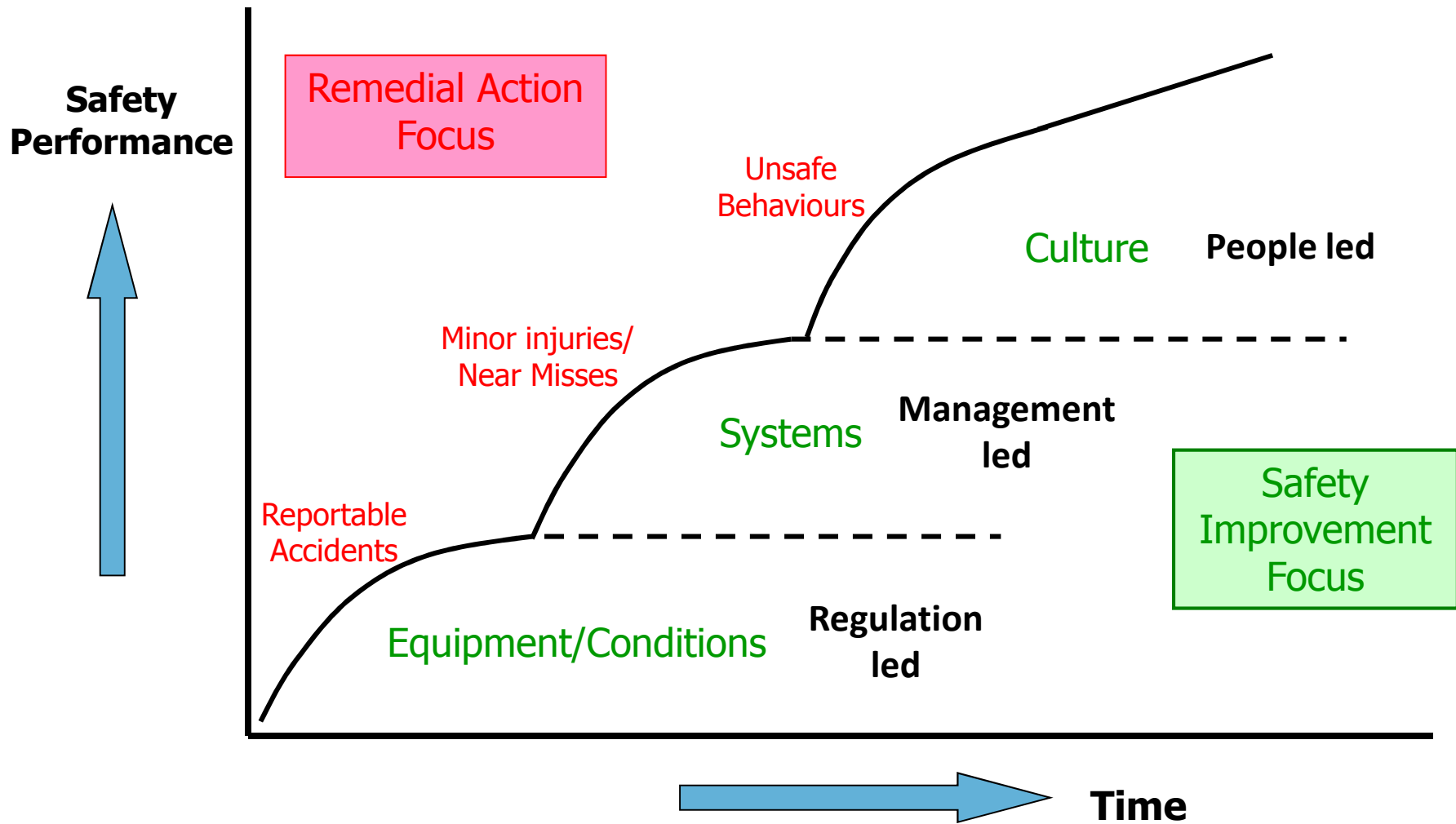
Safety Leadership

- We do our tasks in a given way because we believe it is the best way to do it. We have been convinced of the merits of following the procedure, in fact we were consulted and had some input to the way we work.



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Evolution of Safety

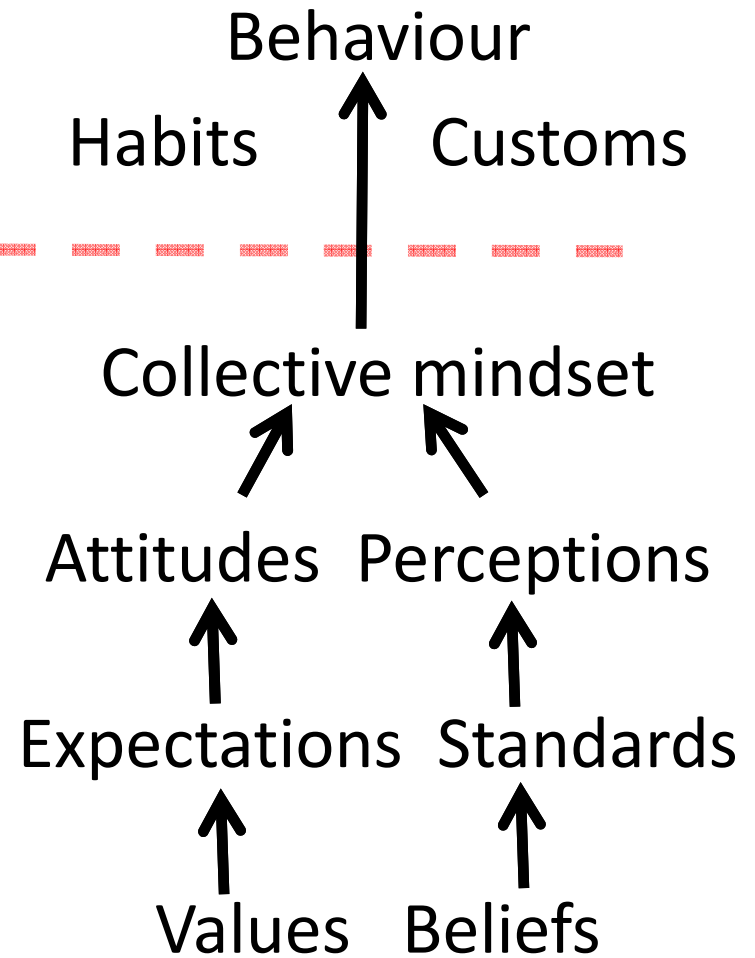
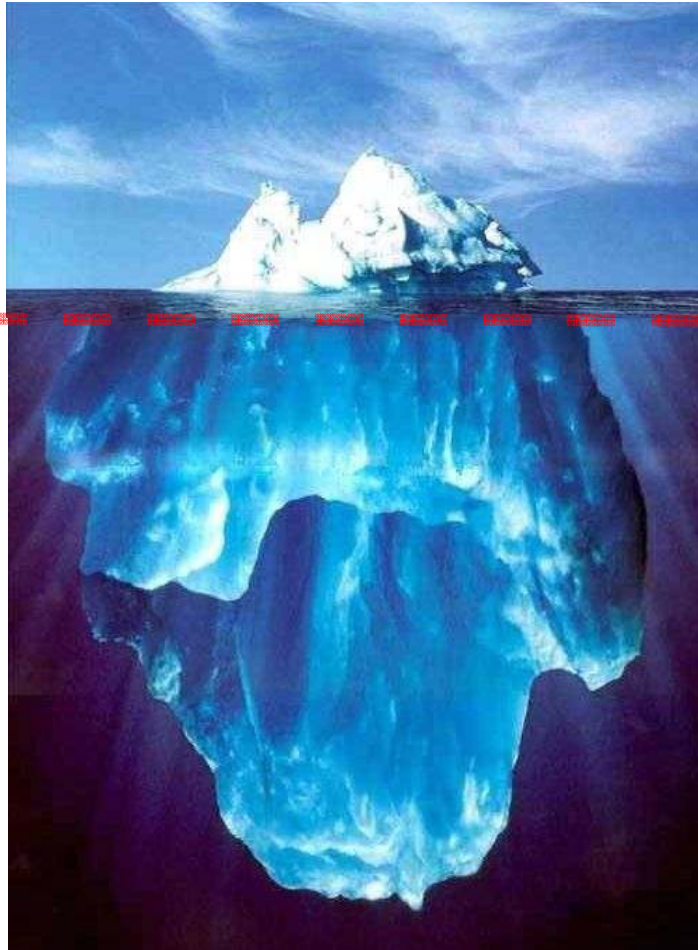


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Culture

Visible

Invisible



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Driving a Change in Culture

- Clear Vision supported by meaningful Values
- Treat your workforce as customers
 - Embark on a marketing campaign
 - Sell the benefits to them
 - Engage with them
 - Involve them
 - Listen to their ideas and requests.



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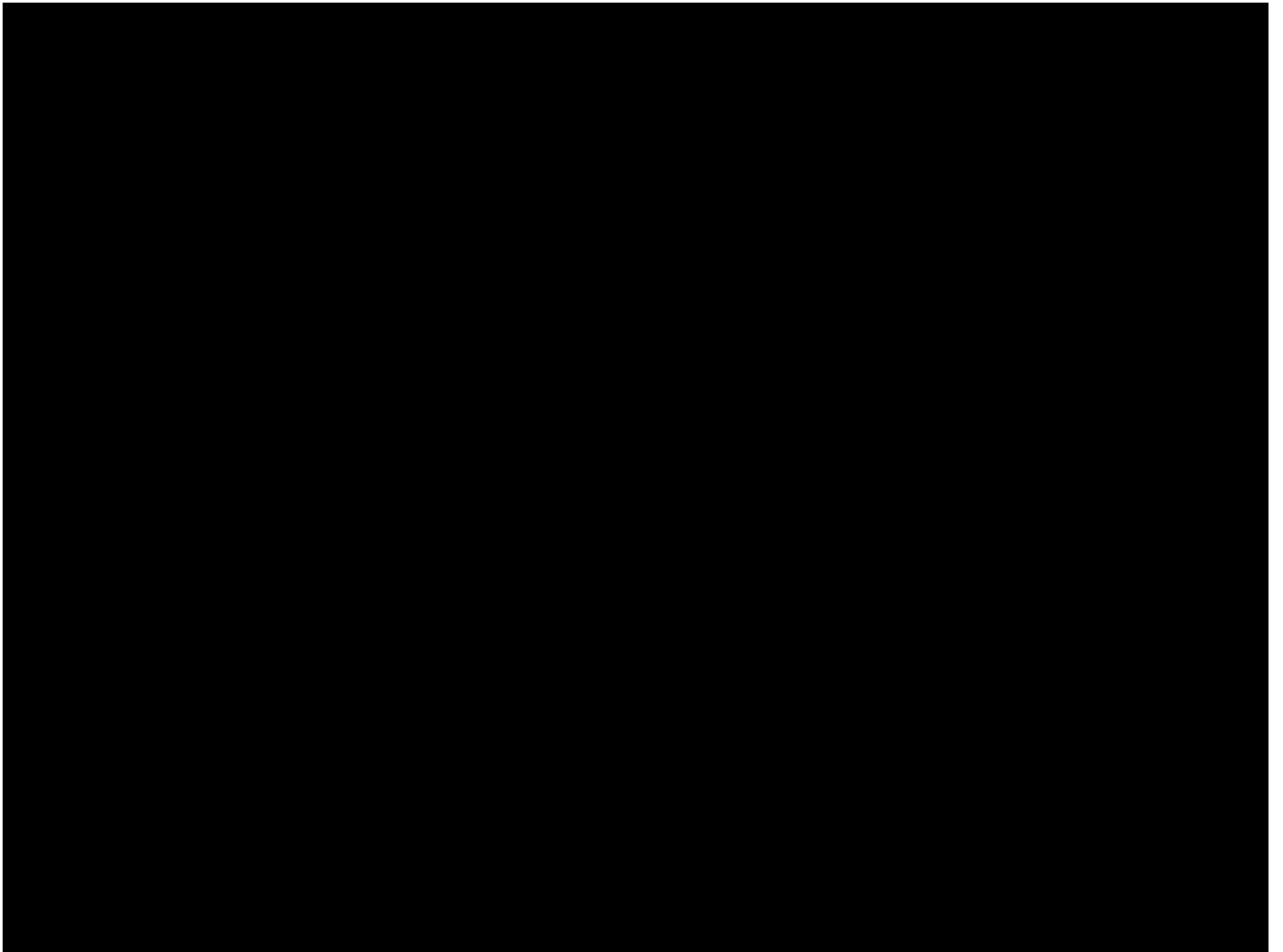
Engaging on Safety

Traditional approach:

- After an incident
- When we find a problem
- Tell style
- Reactive.



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Engaging on Safety

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A better way: **Safe and UnSafe Acts**

- Positive
- Questioning
- Proactive.



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SUSA

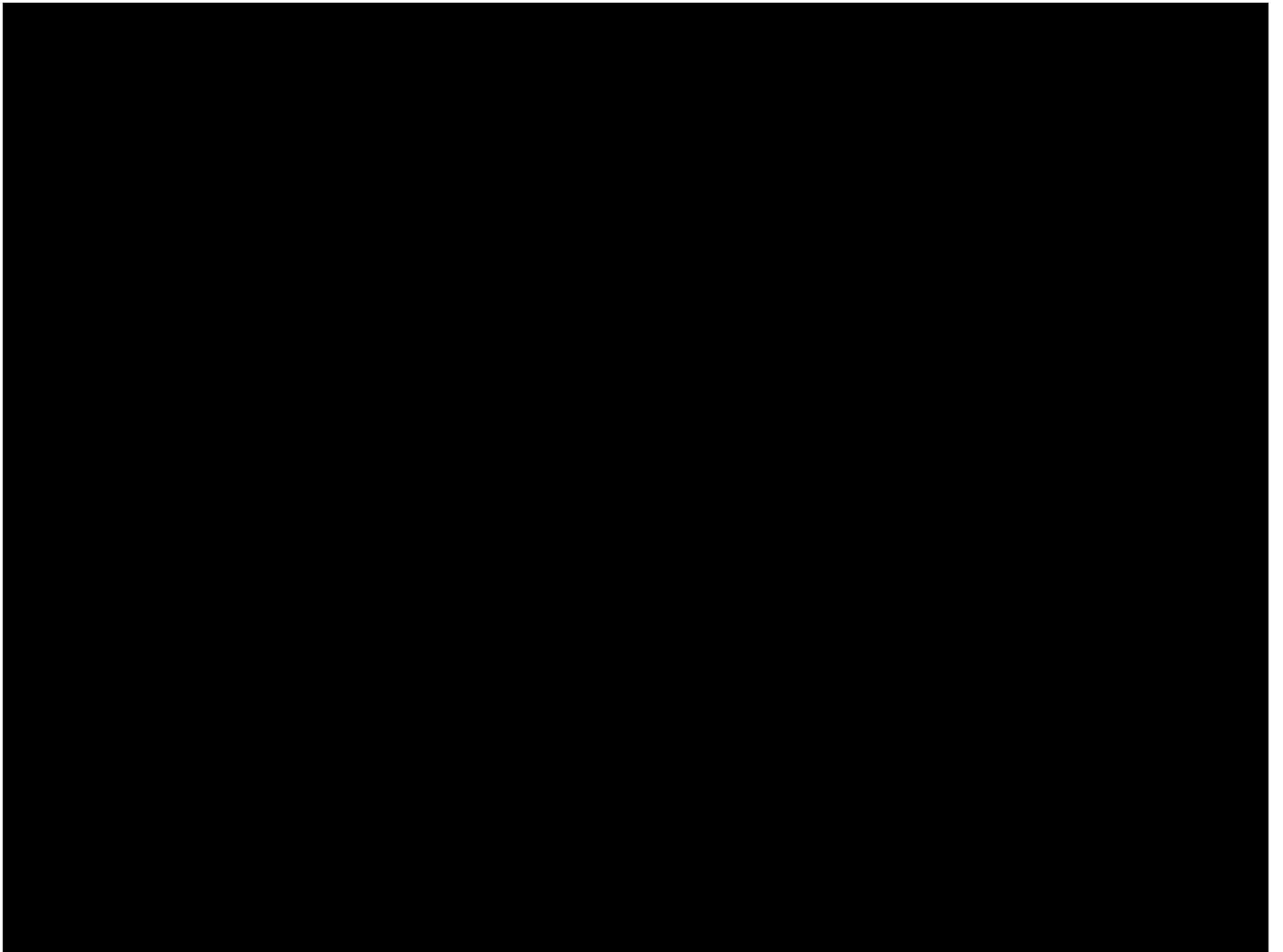
A positive, proactive conversation, discussion or engagement about a job, task or activity enabling us to:

- Reinforce safe behaviours
- Encourage people to visualise their own potential injuries
- Understand the reasons behind any unsafe behaviours

In order to prevent future incidents and injuries.



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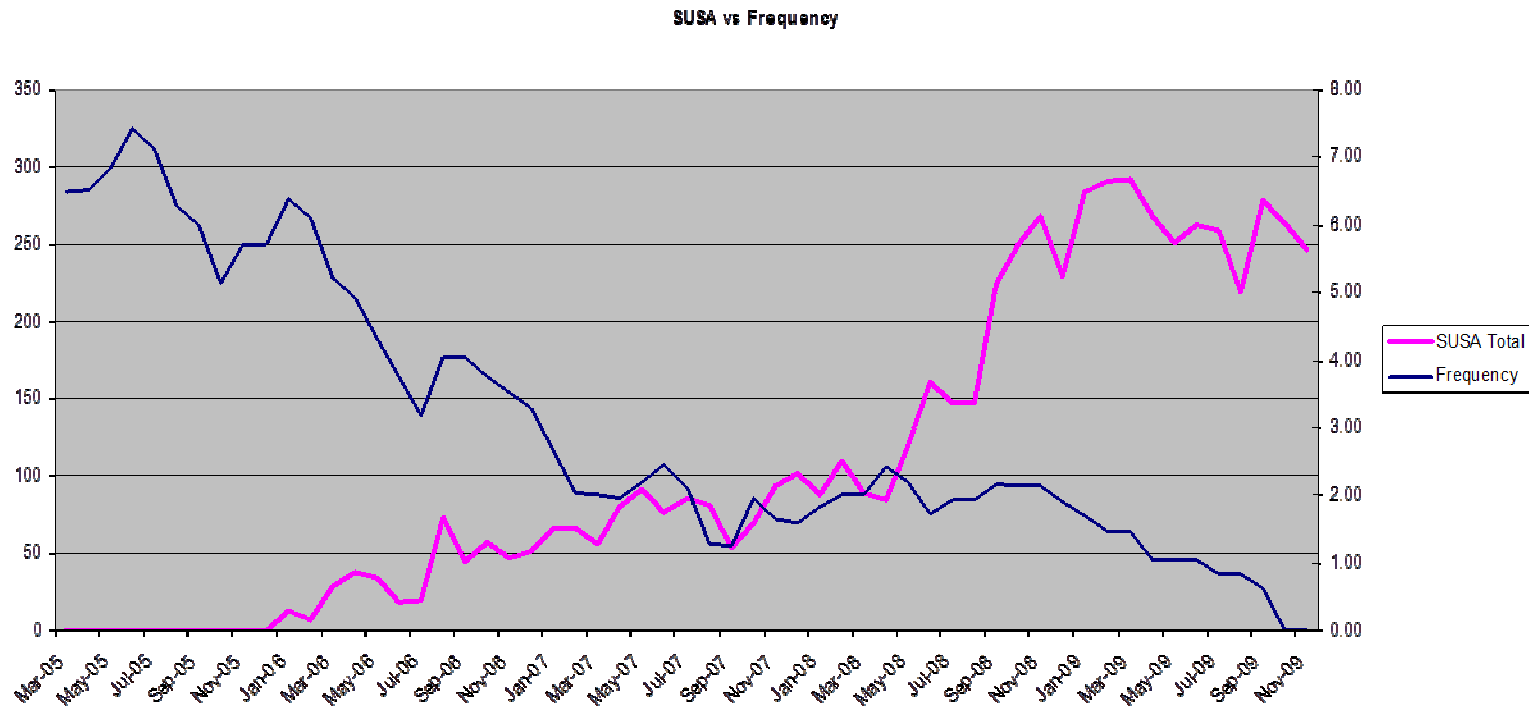


Does it Work?



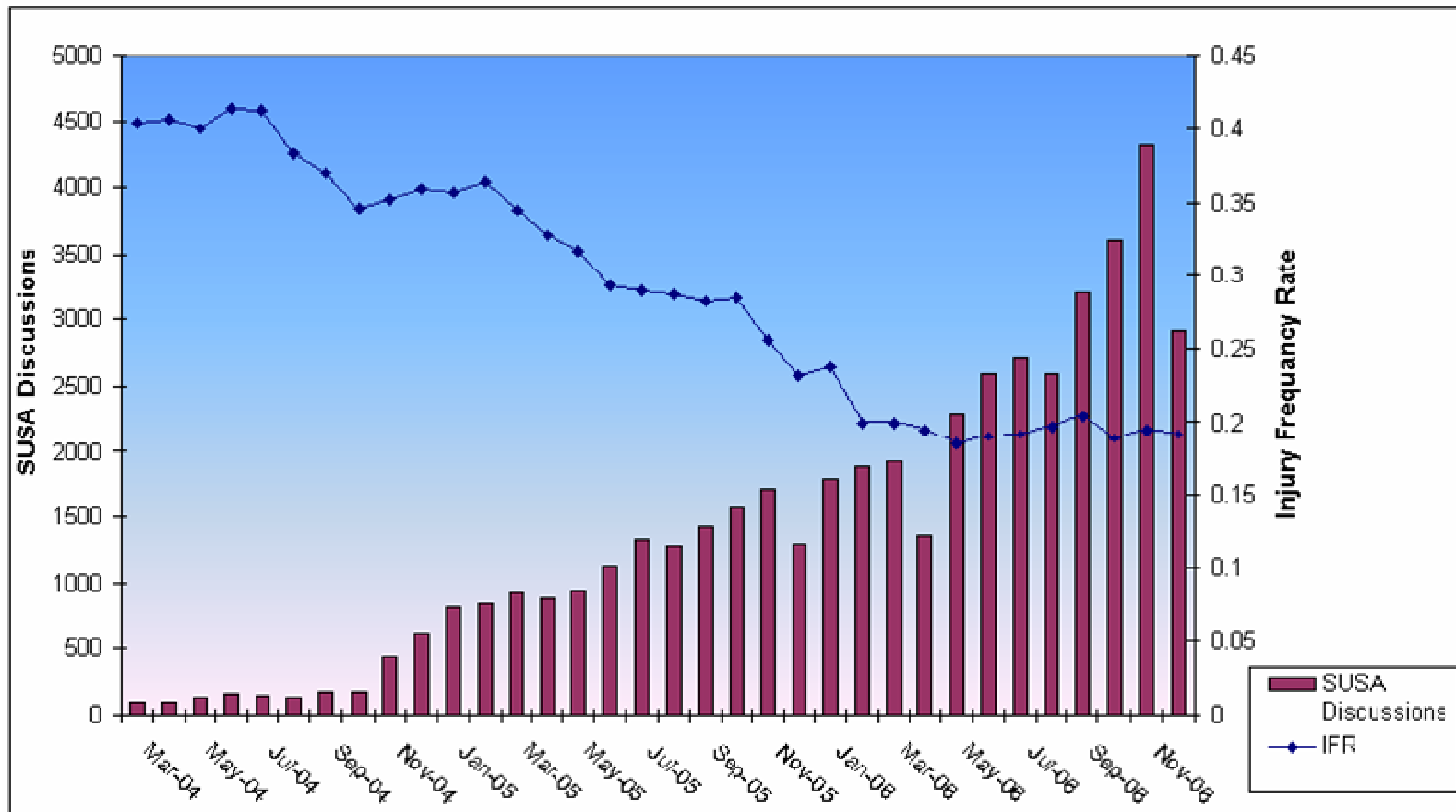
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Engineering



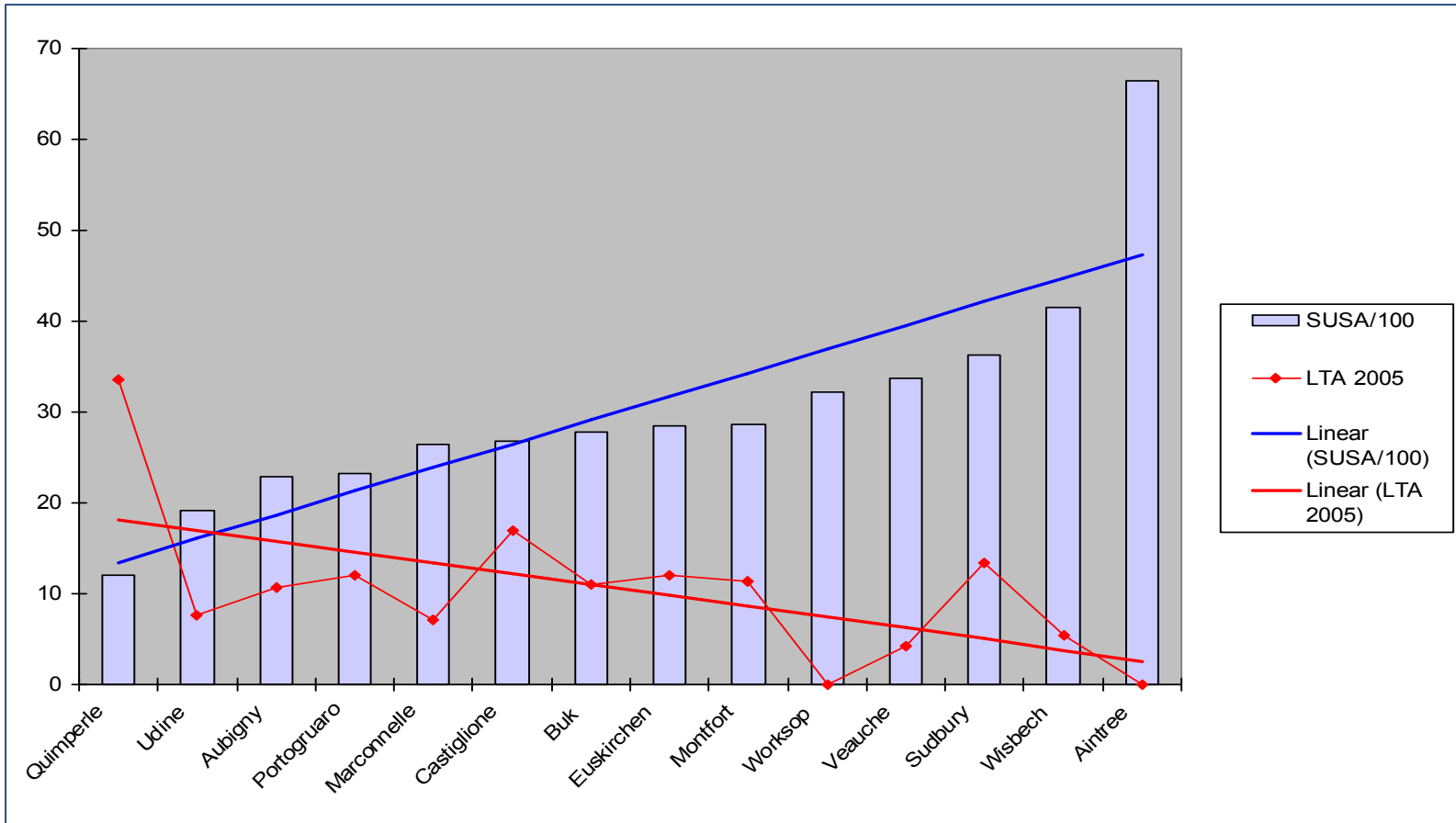
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Power Generation



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Food Manufacturing



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