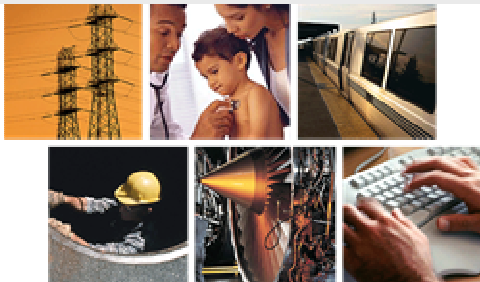




Session II- Behavioral Safety Leadership & Key Attributes



K.Ganesh
Business Director- India,
DuPont Sustainable Solutions

Kolkata, November 24, 2010



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Safety Contact

TAKE TWO...for Safety™



Agenda

- **1. Developing a Safe Work Culture**
 - Dr P K Nag, Director, National Institute of Occupational Health

- **2. Behavioral Safety – A case study from Lafarge Cement India**
 - Dr Prabal Bandyopadhyay, Vice President -Health & Safety, Lafarge India Pvt Ltd

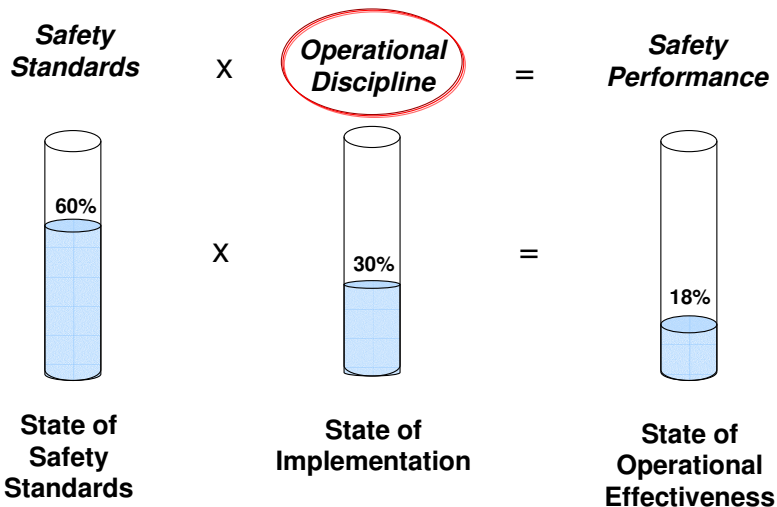
- **3. Monitoring Key Attributes to determine Safety Maturity**
 - Mr Giriraj Mall, Executive Director, Mallcom Safety Pvt Ltd

Why Behavior Safety ?

**The behavior of all people
in the workplace determines
whether or not
incidents and injuries will
occur**



Performance is a function of the Safety Standards and the Level of Execution



Typical Changes in *Leadership approach / Organisational mind set* required to achieve World Class Safety

From		To
Safety is a Priority	➔	Safety is a Value
Management acceptance of high risk tasks when solutions is not readily available	➔	Zero tolerance for high risk tasks. Specific action plans must be put in place until long term solutions are identified
Monitoring of lagging indicators	➔	Monitoring of leading and lagging indicators
Leadership acceptance of low standards of safety performance	➔	Consistent expectation of high standards of safety performance
The belief that “ almost ” all injuries are preventable	➔	The belief that “ all ” injuries are preventable

Structural changes could lead to behavioral changes

From	To
Safety sub committee activities driven by safety personnel	Safety sub committee activities driven by Line Management
Safety is driven from the top	Involvement of all levels in safety to focus on prevention & planning for safety
Safety professional as an approval group to confirm work can proceed	Safety professional as a resource to be consulted in reviewing and ensuring that work can be done safely
Safety is about punishment for violation	Recognizing & rewarding good safety performance to motivate employees to actively contribute for safety


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STILL OUR FIRST THOUGHT.**


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200
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