



# Welcome.

# Insight's SEA Process

Insight's Safety Excellence in Action (ISEA)

Prediction

Prevention

Demonstrated

Caring



# Accident Investigation

- We do them so that the accident never happens\_\_\_\_\_.
- Gotta do 'em.
- After the fact.
- Sometimes viewed as a criminal process.
- The truth is hard to come by.
- Often results in too many changes.

# ISEA – Prediction, Prevention

- Why? So, it never happens.
- Who? People doing similar work on in a common area.
- When? Team meeting.
- Where? Doesn't matter.
- How? Facilitated, blind, weighted voting
- Next. . . Team led action to solve.

# What Happens

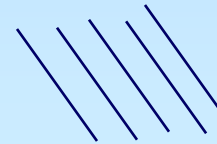
- Employee teams are meaningfully, voluntarily and consistently involved in identifying, prioritizing and addressing unacceptable risk in their area.
- The safety managing system capability is improved – a safer workplace.

# Offered for Your Consideration

- The Critical Few (by team)
- An overview of the process
- The principles that make it work
- What's in it for people and what's in it for the business.
- A resource for the details

# The Team's Critical Few

- **A process of prediction and prevention**
- **Key participants: Operating and functional teams.**
- **Results: Permanent fixes so the accident never happens again.**



# Nothing New in Some Ways

- Identify the risks
- Evaluate the risks in terms of severity and frequency.
- Make a plan to eliminate or minimize the risk.
- Implement the plan.
- Check the results and modify if needed.



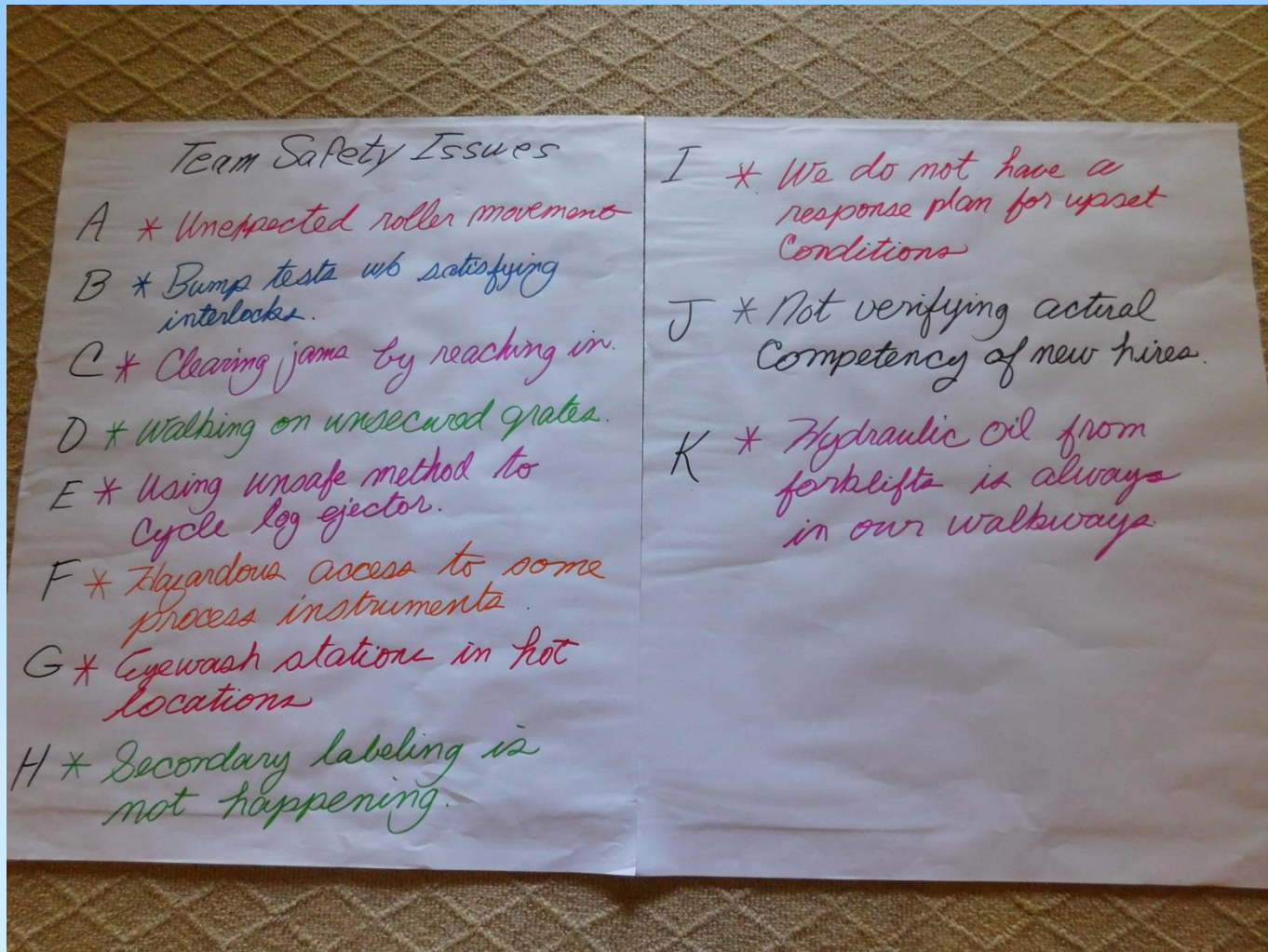
# **The Facilitator Role**

- **Learns and manages the process.**
- **Adds a level of anonymity.**
- **Becomes the scribe and handles the details.**
- **Delivers the team's finished product.**

# A Sample List From Your Industry

- A: Wind and unwind rollers moving unexpectedly during routine operations Big chance of losing a finger or hand.
- B: Not insuring that all interlocks are satisfied when verifying a lockout with a bump test.
- C: Clearing jams by reaching into moving equipment.
- D: Walking on grates over hot effluent flow when some of those grates are only kept in place by gravity and can shift.
- E: Using whatever tool is handy to cycle the log ejector when it gets stuck in one position.
- F: Working on instruments located high and nearly impossible to get into a safe position while performing repairs or calibration.
- G: Some eyewash stations are located in direct sunlight and get too hot if they were needed.
- H: Secondary labeling of containers is not happening. We are asking for a major event.
- I: We do not have a planning response to upset conditions. We just “wing” it.
- J: We are not verifying competency in our new hires. They read the SOPs and sign off but that is not enough.
- K: Oil slicks from our forklifts are often on the floor where we have to walk to do our

# Gather the Team's Input





# Individual Weighted Voting

*Ranking*

	MC	RC	RG	BW	BK	BR		# people	weight	total
A	5	1	3	4	3	4		6	20	26
B								0		
C		2	2	3	2	1		5	10	15
D	4	3	4	5	4	5		6	25	31
E								0		
F	3	5	5	2	5	2		6	22	28
G								0		
H	2	4						2	6	8
I			1	1	1	3		4	6	10
K	1							1	1	2

# The Critical Few

## *The Critical Few*

- ① Walking on grates over hot effluent flow when some of those grates are only kept in place by gravity and can shift.
- ② Working on instruments located where it is nearly impossible to get into a safe position while performing repairs or calibration.



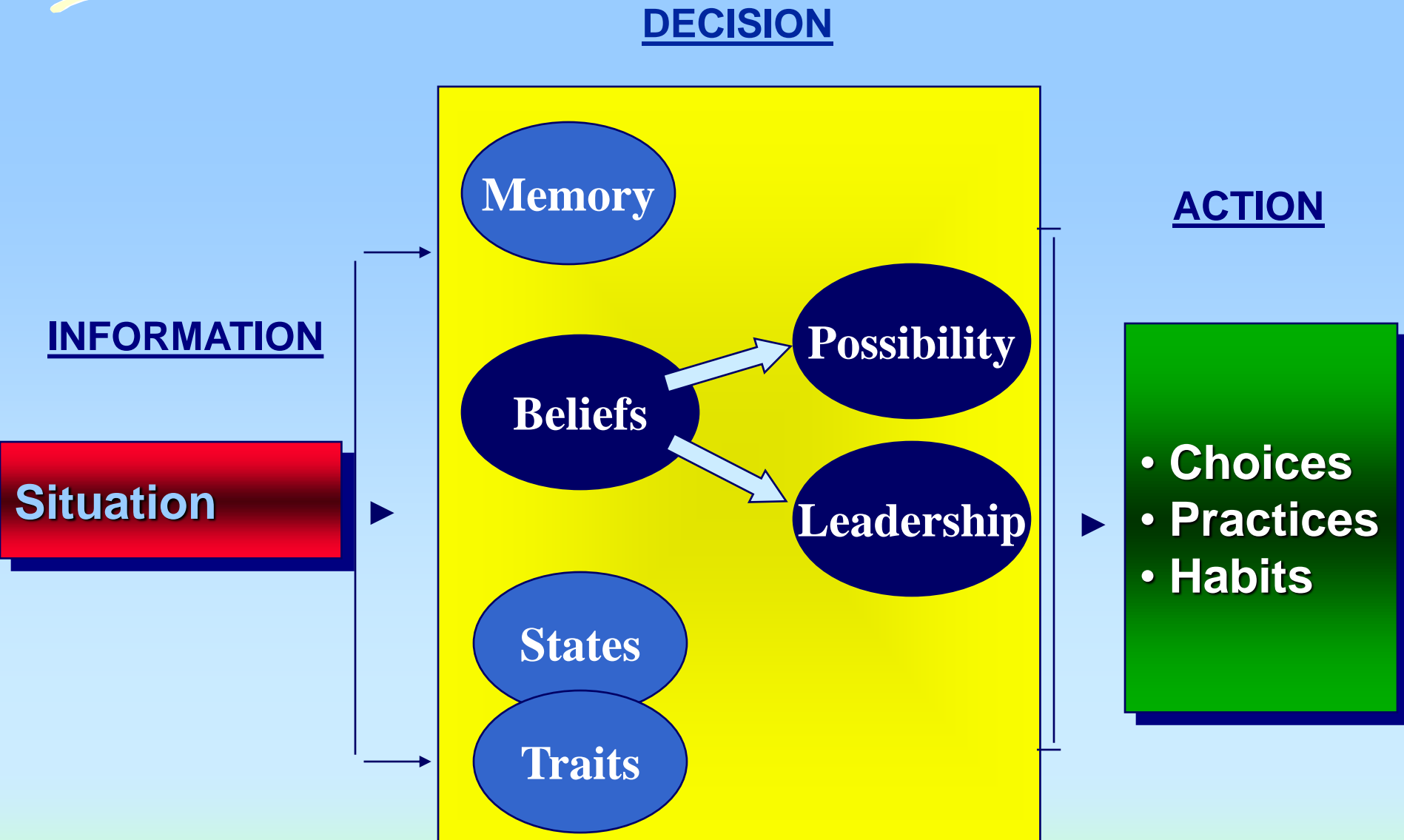
# Key ISEA Premises

- **Taking risks is normal, rational behavior.**
- **There are almost always behavioral contributions to incidents.**
- **There are almost always one or more conditions that contribute to an incident.**
- **The behavioral contributions are almost always practices.**



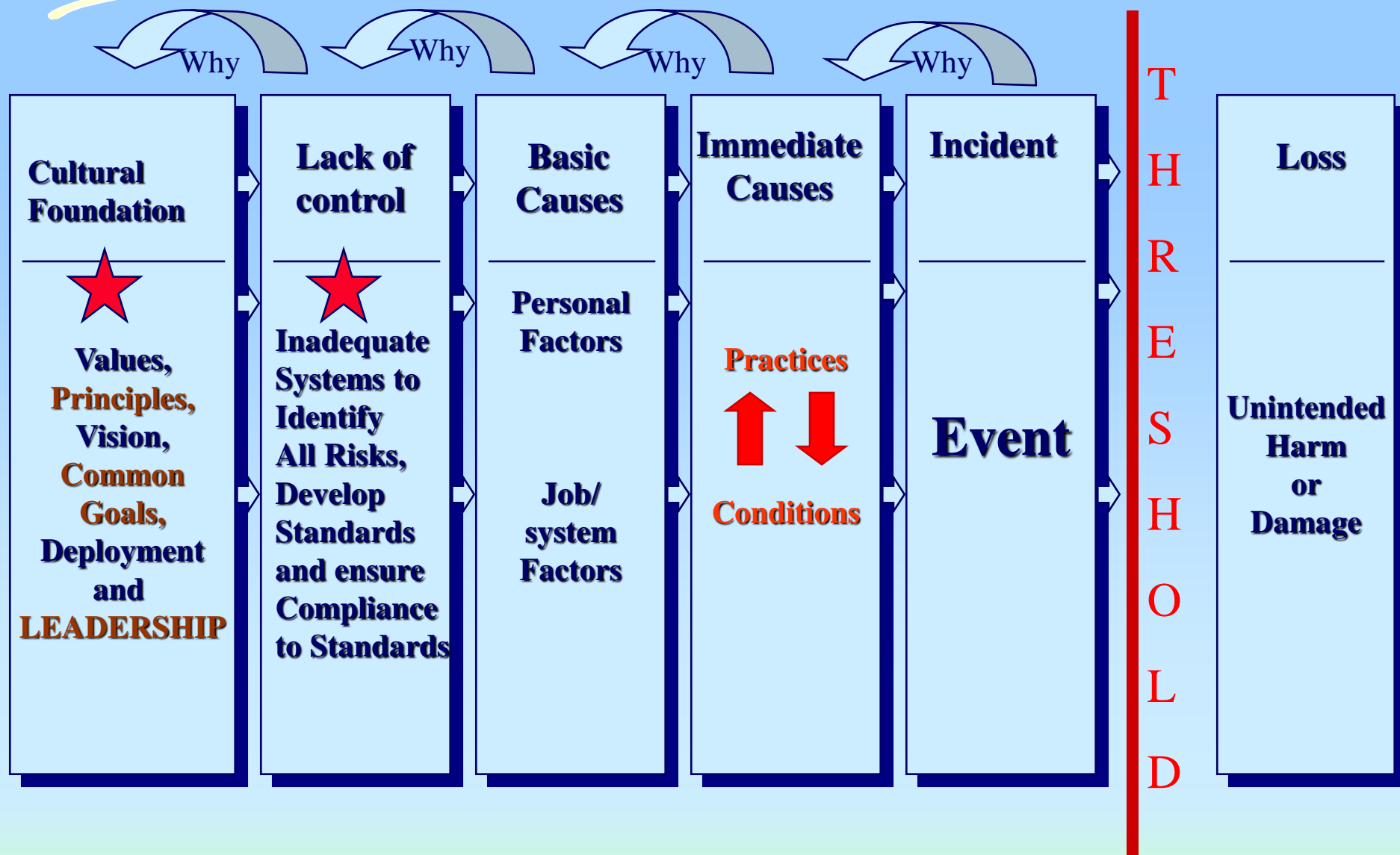
Most of the time when we take risks,  
nothing happens.  
Taking risks is **almost** always rewarding.

# ISEA Model



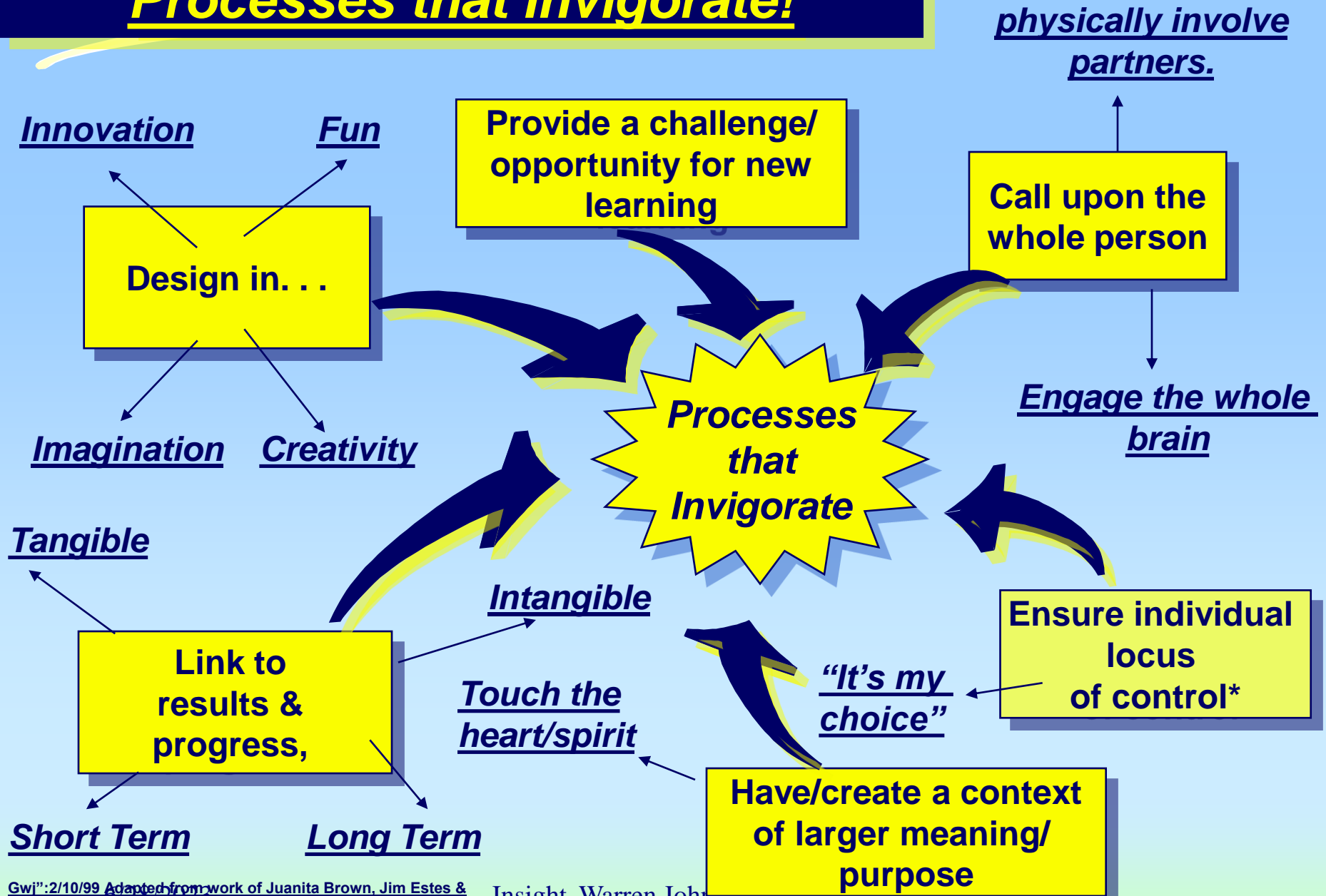


# Loss Causation Model Based on DNV Model



# **Basic Principles for Volunteerism**

## **Processes that Invigorate!**



# Key ISEA Premises

- **Practices (and conditions) are symptoms of deeper-level, root causes.**
- **Analysis of a practice gets closer to the truth than incident investigation.**
- **When solving problems, the truth comes in handy**
- **The leverage is in the cause not the culprit.**

# Three ISEA Essentials



- **Only voluntary participation by hourly beyond education.**
- **Anonymity (to the degree rational).**
- **Separation from any prescribed punishment.**

# Why the Process Works

- **Creates a work environment where most of the focus and energy comes from those who know the hazards and have the most at stake.**
- **Calls upon people to use their brain and creates an opportunity for new learning.**
- **Physically involving.**
- **Closely links involvement to tangible results.**
- **Promotes ownership of the solution.**
- **Can create a sense of contribution to the larger meaning and purpose of life.**

# The Results

- An incremental improvement in safety system capability.

## **In Conclusion**

- **This process works but it can also be the latest program of the month.**
- **I'm here to help. The presentation and a detailed description of the team process.**
- **I'm available without charge during the conference, via phone and email.**
- **Warren Johnson 478-293-2752 and warrenjohnson104@gmail.com**