

Course Correct Your Culture With a Simple One Degree Shift



— THE 72ND ANNUAL —
**PPSA SAFETY AND
HEALTH CONFERENCE**

Do what you always do, get what you always got!



Resistance to Change

“In other words, there is a natural tendency for objects to resist changes in their state of motion. This tendency is then called Inertia. Inertia is defined as the resistance of an object to a change in its state of motion. Sometimes, Newton's first law of motion is referred as the "law of inertia.”

Newton's First law of Motion and Galileo's Concept of Inertia

Resistance to Change

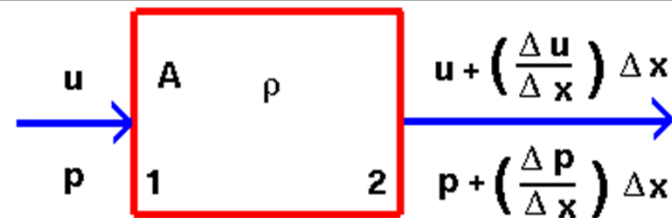


Conservation of Momentum 1 Dimension, Steady Flow

Glenn
Research
Center

x = distance
u = velocity
a = acceleration
t = time
m = mass

ρ = density
A = area
F = force
p = pressure



$$F = m a = m \frac{\Delta u}{\Delta t} \Delta x$$

$$- [(pA)_2 - (pA)_1] = m \frac{u_2 - u_1}{\Delta t}$$

$$- \left[\left(p + \left(\frac{\Delta p}{\Delta x} \right) \Delta x \right) A - pA \right] = m \frac{u + \left(\frac{\Delta u}{\Delta x} \right) \Delta x - u}{\Delta t}$$

$$m = \rho \Delta x A \quad - \left(\frac{\Delta p}{\Delta x} \right) \Delta x A = m \left(\frac{\Delta u}{\Delta x} \right) \frac{\Delta x}{\Delta t} \quad \frac{\Delta x}{\Delta t} = u$$

$$- \frac{\Delta p}{\Delta x} = \rho u \frac{\Delta u}{\Delta x}$$

Differential Form:

$$- \frac{dp}{dx} = \rho u \frac{du}{dx}$$

Resistance to Change



Resistance to Change

There is a strong need in human nature to not upset the apple cart...to leave things as they have always been.



Resistance to Change

The most dangerous phrase in the language is "we've always done it this way."

Rear Admiral Grace Hopper

Sometimes the only thing between where you are now and where you want to be is a one degree shift

- ☐ Your Safety Culture will improve as you encourage people to become more ***engaged***.
- ☐ Employees will become more ***confident*** as they are encouraged to take consistent, purposeful action.
- ☐ Your co-workers will experience more ***clarity*** and have a place to come for the answers they need!
- ☐ You'll be ***inspired*** and recharged by the forward movement and evolution of the group!
- ☐ You'll experience greater ***momentum*** and flow, and you're less likely to stall out!
- ☐ You'll get ***support*** from each other creating a consciousness for others to see the achievement potential...

What is possible?

- ☐ The One Degree Shift is a powerful tool in changing your mindset.
- ☐ Look at what small thing you can do each day, change or action that will take you toward your goal and then implement it.
- ☐ Don't get lost in the list of things you will have to do in order to reach your goal.
- ☐ Identify the obstacles you will have to overcome in order to get what you want.
- ☐ Shift your path by one degree and see if all those obstacles are even still in your way!

Small One Degree Culture Shifts

- ☐ They are visible
- ☐ They are safe and simple dialogue topics
- ☐ They operate as powerful symbols for the overall change
- ☐ They can easily be adjusted if they don't work out as planned



One simple but powerful degree shift.

☐ At **211 degrees** you have hot water.

☐ At **212 degrees** you have steam.

☐ Steam can power a paper machine or a locomotive.

Little one degree course corrections can make a **Big Difference**

- ☐ Consider this: You are going somewhere and you are off course by just one degree, after ***one foot*** you will miss your target by **0.2 inches**.
- ☐ After ***100 yards*** you will be off by ***5.2 feet***.
- ☐ After a ***mile*** you'll be off by ***92.2 feet***.
- ☐ Traveling from ***San Fran. to L.A*** you would be off by ***6 miles***.
- ☐ Over time a mere one degree course correction can make a huge difference in over coming a barrier to get you back on track!

Our work place needs leaders. Genuine Safety Leaders

- ☐ We need people with enough vision and passion to decide they're going to make a difference in their workplace.
- ☐ We need people who are committed to being a force for good in our organizations.
- ☐ We need people who might be a little crazy
- ☐ We need people who are passionate about being human
- ☐ We need people who are fun, creative, helpful, kind, and decent to other humans.

That 1 Degree Shift

- ❑ Shifting is more nuanced and can rearrange your boundaries, and your way of thinking and doing things.
- ❑ Shifting is more about making a subtle or gentle change as opposed to big changes, which sometimes aren't necessary and can sometimes be more distracting.
- ❑ In other words, just that one degree makes the difference between still water (211 degrees) and having enough power to move a train (212 degrees). Sometimes a shift is all you need.

Looking at your safety program today....

☐ What Must You **Keep** Doing?

☐ What Must You **Stop** Doing?

☐ What Must You **Start** Doing?

- How can you find out, **just ask** your employees!

One Degree shift a week.

- ☐ The magnitude of a culture change may seem daunting or overwhelming.
- ☐ At first you may feel intimidated and see no movement at all and feel situations cannot improve
- ☐ Commit to a one degree shift a week
- ☐ Work on getting “Comfortable Being Uncomfortable.
- ☐ Over the course of 4 weeks you may see simple changes in people and find a comfort in yourself.
- ☐ The key to seeing that one degree shift is constant forward movement, or at the very least maintaining a commitment level for yourself.

During the building of the Empire State Building,
the contractor allowed for 10 fatalities per floor



Has our Risk Tolerance changed to a certain degree?



Have we seen a shift in Family Travel Safety?

- Let's all pile in the station wagon and go on vacation.



Over the years we have seen a degree or two of change in health issues.



Can a one degree shift benefit this situation?

- Is this acceptable behavior?



Health and Wellness Awareness have changed our lives by countless degrees of change



Even our Food has taken on a degree of change



Degrees of change over time

- ❑ Since 1970, workplace fatality rates have been reduced more than 66% and occupational injury and illness rates have declined by 67%. At the same time US employment has almost doubled
- ❑ Worker deaths in America are down on average about 38 workers a day in 1970 to 12 a day in 2013.
- ❑ Worker injuries and illnesses are down – from 10.9 incidents per 100 workers in 1972 to 3.3 per 100 in 2013.

The conference is coming to a close.....

- ☐ On average, your company spent \$2500/person for those folks who came to this conference.
- ☐ For most here, you just spent a week away from family
- ☐ You heard from 20+ passionate and dedicated leaders
- ☐ You met 30+ vendor partners who can support you
- ☐ You mingled with 200+ attendees, vendors & speakers

With all this invested time, money and people resources, what will you do different? Can you execute a few critical changes and personally shift one degree? How about we all do it together!

