

PPSA Owner/Contractor Safety Course

*The greatest challenges have but a simple
answer, and they're wrong...*

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Tomorrow's Intended Outcomes

- Introduce 7 safety leadership tools and practices
- Explore your own personal relationship to safety
- Provide a map to assess current reality at your organization and take personal responsibility for it
- Deepen our commitment to the elimination of worker injury – as a fundamental stand in the matter
- Identify a practice to put into play for 30 days

Tomorrow: Safety Leadership Tools and Practices

#1 Leaders develop and expand relationship(s)

#2 Leaders make it personal

#3 Leaders have an integral perspective

#4 Leaders “own” the perceptions that drive the action (others; themselves)

#5 Leaders understand and are responsible for the current reality

#6 Leaders take stands

#7 Leaders express appreciation

Today: Safety Principles and Application

- ✓ Safety is comprised of both Technical *and* Adaptive Challenges
- ✓ Safety is the Presence of What Goes Right *and* What's Missing
- ✓ Safety Leadership is distinct from safety management *and* must be equally well-defined and developed
- ✓ Safety is Building Alignment *and* Trust
- ✓ Safety is Cultural Development *and* Systems Integration
- ✓ Safety is a Declaration *and* without Guarantees

Safety Principles as Adaptive Challenges

- ✓ Safety is comprised of both Technical *and* Adaptive Challenges

What are the thorniest questions (i.e. don't have easy answers) we're in related to sending everyone home safe?

Safety Principles as Adaptive Challenges

- ✓ Safety is the Presence of What Goes Right *and* What's Missing

***How do we as an organization (or site) communicate the learning of “when operations go right under challenging circumstances?”
How do we do this to individual contributors? Is it done at a sufficient level?***

Why might “What’s missing” [versus what’s wrong or not working] be a more useful assessment question?

Safety Principles as Adaptive Challenges

- ✓ Safety Leadership is distinct from safety management *and* must be equally well-defined and developed

If you buy the premise that safety leadership can and must come from all levels and stakeholders of an operation/project, how do we ensure that exists as an imperative for better performance?

What's the role and expectation for organizational leaders to in fact lead "no one gets hurt?"

Safety Principles as Adaptive Challenges

- ✓ Safety is Building Alignment *and* Trust

What process do we use to ensure upfront alignment [and ongoing alignment] exists between owner and contractors?

How do we intentionally create and foster a culture of trust (psychological safety) so the collective wisdom of all stakeholders (and levels) shows up?

Safety Principles as Adaptive Challenges

- ✓ Safety is Cultural Development *and* Systems Integration

How do we give equal attention to what/how we do what we do, with why we do what we do? How do we ensure we're paying attention to the whole experience of safe work?

If we can't prevent that which we can't predict, what are the predictive levers/tools we use to create operations free of incidents and injuries?

Safety Principles as Adaptive Challenges

- ✓ Safety is a Declaration *and* without Guarantees

How does one declare or commit to “no one gets hurt” without guarantees, where the odds of failure are likely, and you have limited control?