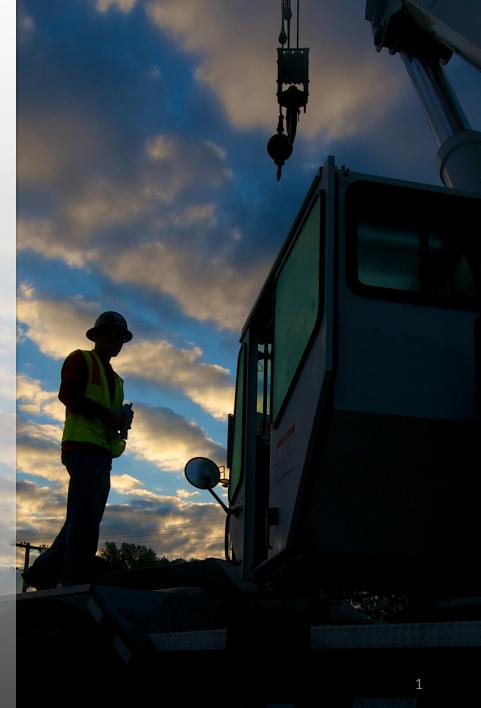# Building an Effective Safety Culture

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Building an Effective Safety Culture

8 Step Outline:

1. Analyze your current organizational culture and resource network

2. Build your foundation

3. Define existing safety management systems

4. Establish definitive safety leadership principles

5. Set the direction for your new safety culture

6. Develop an activity-based safety system

7. Understand risk perception value

8. Assess your safety plan for continual improvement

Building an Effective Safety Culture

Step One: Analyze Your Current Organizational Culture and Resource Network

- What is "organizational culture"?

- Key components of organizational culture

- Three levels of culture defined

- Habits as part of the culture

Step Two: Build Your Foundation

- Development & sustainment requires a multi-disciplinary approach

- Leadership team & workforce subconsciously change perceptions of safety

- Recognize that safety is at a cross roads in our crane industry

- Crane safety must become an espoused value

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Step Three: Define Existing Safety Management Systems

- The common link in safety management systems

- Leadership role in safety management

- Workforce involvement in safety management

- Hazard assessment with risk identification

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Step Four: Establish Definitive Safety Leadership Principles

- Leadership role in safety management

- Define clear goals with safety duty assignments

- Get agreement on specific safety objectives

- Review assigned activities regularly

- Establish consequences for performance

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Step Five: Set the Direction for Your New Safety Culture

- Charting Your Course – The Planning Process

- Vision – A Major Leadership Factor

- How to avoid organizational scope drift

- Define goals that improve your safety system

Step Six: Develop an Activity-Based Safety System

• Evaluate existing safety system activities

• Replace or modify non-valued safety activities with your new activities

• Analyze activity (action items) in key areas:
   ➢ The Leadership Team
   ➢ Workforce Engagement
   ➢ Hazard Recognition
   ➢ Education & Training

• Recognize characteristics of good safety training programs

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Step Seven: Understand Risk Perception Value

- Building your foundation for risk perception

- Define your risk assessment tool

- Changing your workforce perceptions

- Personal risk tolerance – who decides?

- Getting to sustainability

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Step Eight: Assess Your Safety Plan

- Avoid the "Blame Game"

- Recognize valuable pre-assessment activities

- Leadership and workforce interviews

- Develop your action plan

- Communication and feedback

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Q & A

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