

Safety II For Leadership

Across the OECD, we are seeing plateauing safety results, coupled with increasing safety bureaucracy that can provide a false sense of security for an organisation's governance and leadership.

At a glance

Learning Teams are gaining ground globally as a legitimate safety science backed approach to implement **resilience engineering** in your business. Weak signals are heard in your business preventing drift to failure.

*These Leadership Sessions **support your implementation of Learning Teams** by enabling leadership to become actively curious, guide and support improvements, and use forward facing accountability to build a high trust and high ownership safety culture.*

The intention of this programme is to precede the introduction of a **Due Dilligence Learning Framework** designed to listen to weak signals, report on findings, and respond to, monitor and resource continuous improvement.

The course:

- half day course delivered in two 90 minute sessions online or face to face
- interactive with activity and discussion time
- ideal class size is six to eight participants depending on delivery platform

Workshop objectives

1. Understand the case for looking at safety management differently
2. Gain basic knowledge of resilience engineering and lessons from High Reliability Organisations
3. Prevent drift to failure by understanding how your teams adapt to varying conditions
4. Learn how to gauge weak signals and support your team to work successfully and safely
5. Discover the principles, practices and tactics to build capability in your teams to become resilient
6. How to walk the leadership tightrope – enable the team while setting standards
7. Common leadership biases and how to overcome these
8. Handling accountability in tricky situations

Outcomes

Safety Differently can bring about transformative change. The outcomes they produce, include:

- Worker-owned ideas to improve and inform decision-making
- Efficiency in identifying areas of action and high quality, practical solutions
- Increased transparency uncovering system vulnerabilities
- Shared understanding of goal conflicts, conditions and constraints
- Transformative response to mistakes, events and unexpected outcomes
- Sustainable change and improvement processes
- Teams report feeling listened to and understood
- Speaking up and reporting becomes more prevalent

Prework

A variety of New View videos, papers, articles and references are used to support learning.

Module 1: Intro to Safety Differently & Human Performance Principles, Practices and Tactics

What's the problem with current safety management approaches?

- Using Safety Differently to evolve your culture

Use the principles of resilience engineering to support safe and successful work

- Moving towards understanding what helps and hinders better work

Human Performance Principles, Practices and Tactics

- Engage, enable and create shared responsibility

Module 2: Understanding Biases, Accountability & Walking the Leadership Tightrope

Overcoming Biases to embrace curiosity

- Build trust and a learning culture

Forward-facing accountability

- Understanding local rationality to support psychological safety

Walking the Leadership Tightrope

- Supporting Freedom within a Framework while meeting good standards



Engage

- Actively curious
- Suspend judgement & expertise
- Listen for understanding



Enable

- Enable others to navigate complexity
- Facilitate shared learnings
- Guide & support improvements



Create shared responsibility

- Practice empathy
- Build trust
- Extend motivation



Moni is a senior health and safety practitioner with 20 years experience who specialises in the Safety Differently/Safety II approach. She was the first **Safety Lead** for Rocket Lab and a finalist for the HRINZ 2019 Health, Safety & Wellbeing award for success with contemporary safety design and innovation.

Moni is a member of Worksafe NZ's Community of Innovators, and is writing a book on Safety Differently. Internationally, she regularly speaks on podcasts, at conferences, and is presenting **a masterclass for Art of Work.**

Moni Hogg
021 298 6407
moni@monihogg.com
PO Box 67137
Mt Eden
Auckland 1349

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