

Getting Started with Learning Teams

This popular package introduces Learning Teams and 'Learning from Normal Work' to your business. It gives awareness and understanding of the approach to then build into a programme or further initiatives.

At a glance

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.

Why Choose Learning Teams

- Use modern safety theories for ongoing improvement in risk management and worker engagement.
- Safety Differently/Safety II is gaining ground globally as a legitimate safety science backed approach.
- Improve transparency over system vulnerabilities by fostering psychological safety.
- Build a collaborative culture that boosts worker engagement, operational efficiency, and safety.

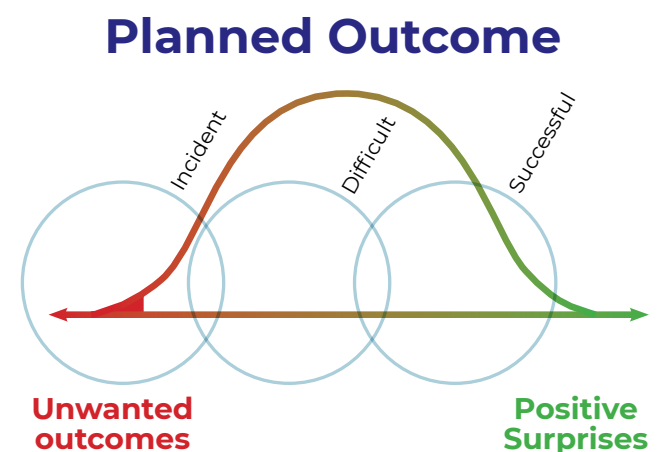
Learning Teams are supported and encouraged by Worksafe NZ, [NZ Business Leaders' Forum](#) and the NZ Institute of Safety Management.

What is a Learning Team?

Learning Teams are a structured process designed to facilitate team-based enquiry about normal work.

The aim is to understand what is contributing to successful work and how this can be further leveraged, as well as what is making work difficult and how this can be positively addressed.

The learning focuses on discovering and analysing **what is helping and hindering performance through the views of different roles and levels across the organisation.**



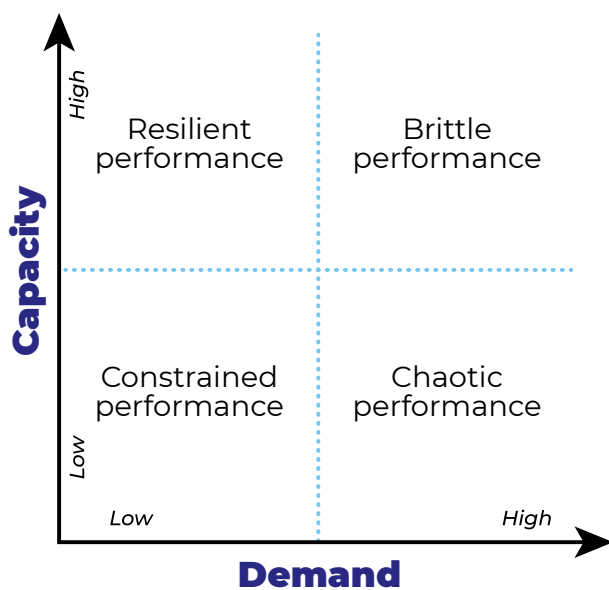
[WorkSafe case study: Involving everyone in learning reaps benefits](#)

Resilience Engineering

With resilience engineering, workers are seen as adaptable actors in imperfect systems. They create operational success and safety despite variable conditions and constraints.

In the model below, use of the HOP principles help us reduce the impact of variable demands and improve the team's ability to adapt to any variability. We also aim to build effective critical controls to ensure the team can fail safely when mistakes or errors happen.

We increase performance when we learn with our teams how to support their capacity to handle work demands successfully.



Getting Started with Learning Teams

1. INTRODUCTION TO LEADERSHIP & STRAWMAN

- Use videos and reference materials for learning support.
- Conduct a Strawman session to develop the concept and strategy.
- Hold an Introductory Leadership Session.

2. CONDUCTING A TRIAL

- Design your first Learning Team or Critical Control Effectiveness initiative.
- Conduct introductory training sessions.
- Implement the Learning Team or Critical Control Effectiveness Trial.
- Review and evaluate results.
- Debrief and recommend a tailored framework.

About your Facilitator



Moni Hogg brings over 20 years of experience in health and safety. Nationally recognised for her work in Safety Differently/Safety II, Moni has led innovative safety initiatives for organisations like Rocket Lab, Contact Energy and Fletcher Building.

She was a finalist for the HRINZ 2019 Health, Safety & Wellbeing award and authored a book on Safety Differently.

A key client won the 2023 Safeguard Award for excellence in Safety II. Moni is a respected speaker and highly experienced trainer in contemporary safety approaches. She holds a qualification in Adult Education, has a business degree, and is NEBOSH and ICAM certified.

What participants say

“Moni led initial Learning Teams with us, which proved “absolute gold” in generating worker-led ideas and areas of action, as well as increasing transparency in uncovering system vulnerabilities and a common understanding of goal conflicts, conditions and constraints.

- *Civil construction organisation*”

