



SAFESTART

HUMAN FACTORS



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Owner

Pb Global EHS, Inc.

Organizational Change Management and Culture Change

Introduction & Overview

- Culture and Climate
- Changing Elements of Culture
- Measuring Culture
- Communication

cul·ture
/'kəlCHər/

.....the customs, arts, social institutions,
and achievements of a particular people,
or other social group.

Customs and Institutions



Typical Activities Associate with Safety

- Job Safety Analysis
- Safety Meetings
- Training
- Investigations
- Audits
- Safety Contacts

Elements of a Safety Climate

TRUST AND ENGAGEMENT



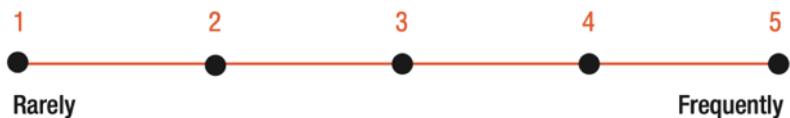
What is the climate of communication like?



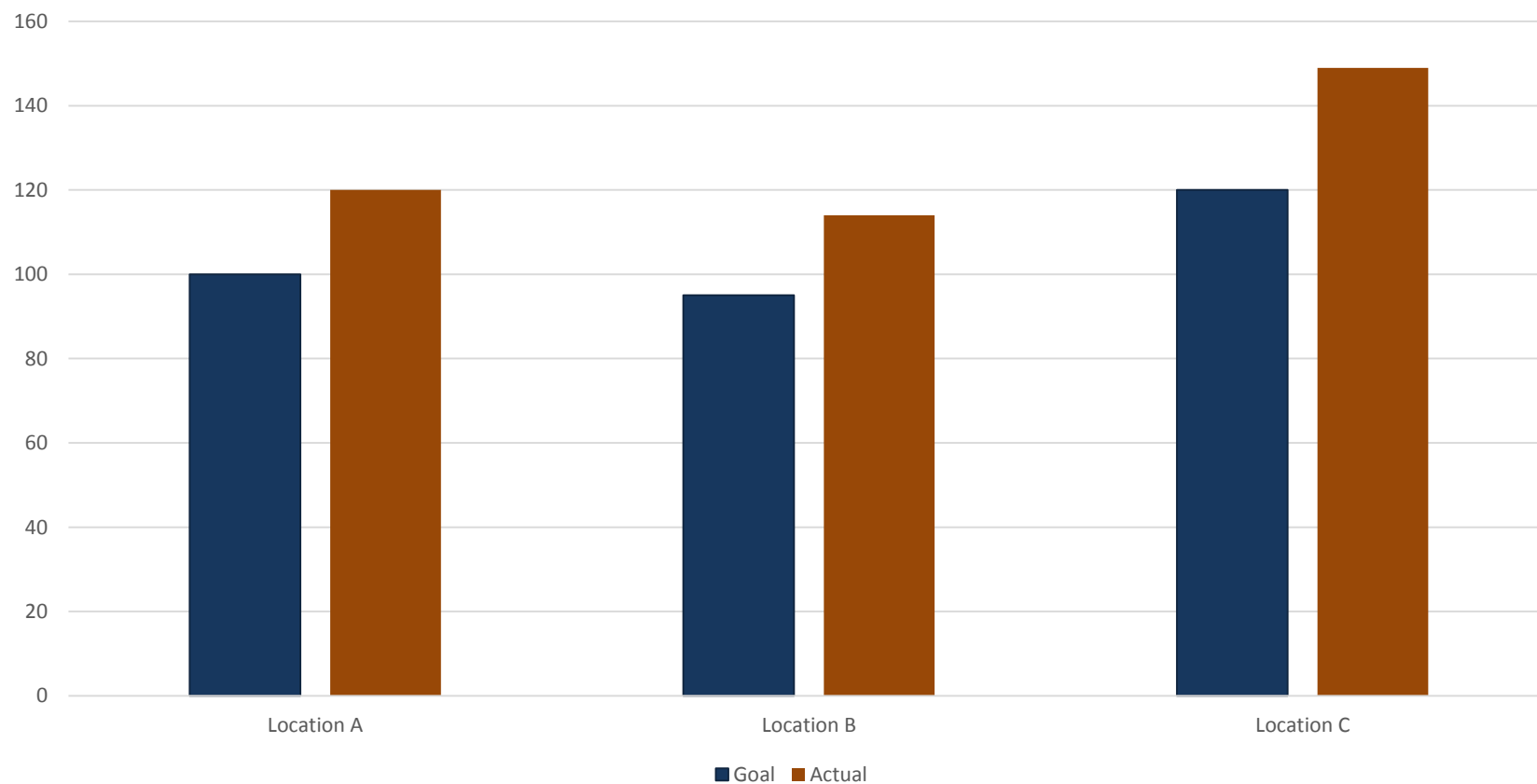
PERSONAL COMMITMENT



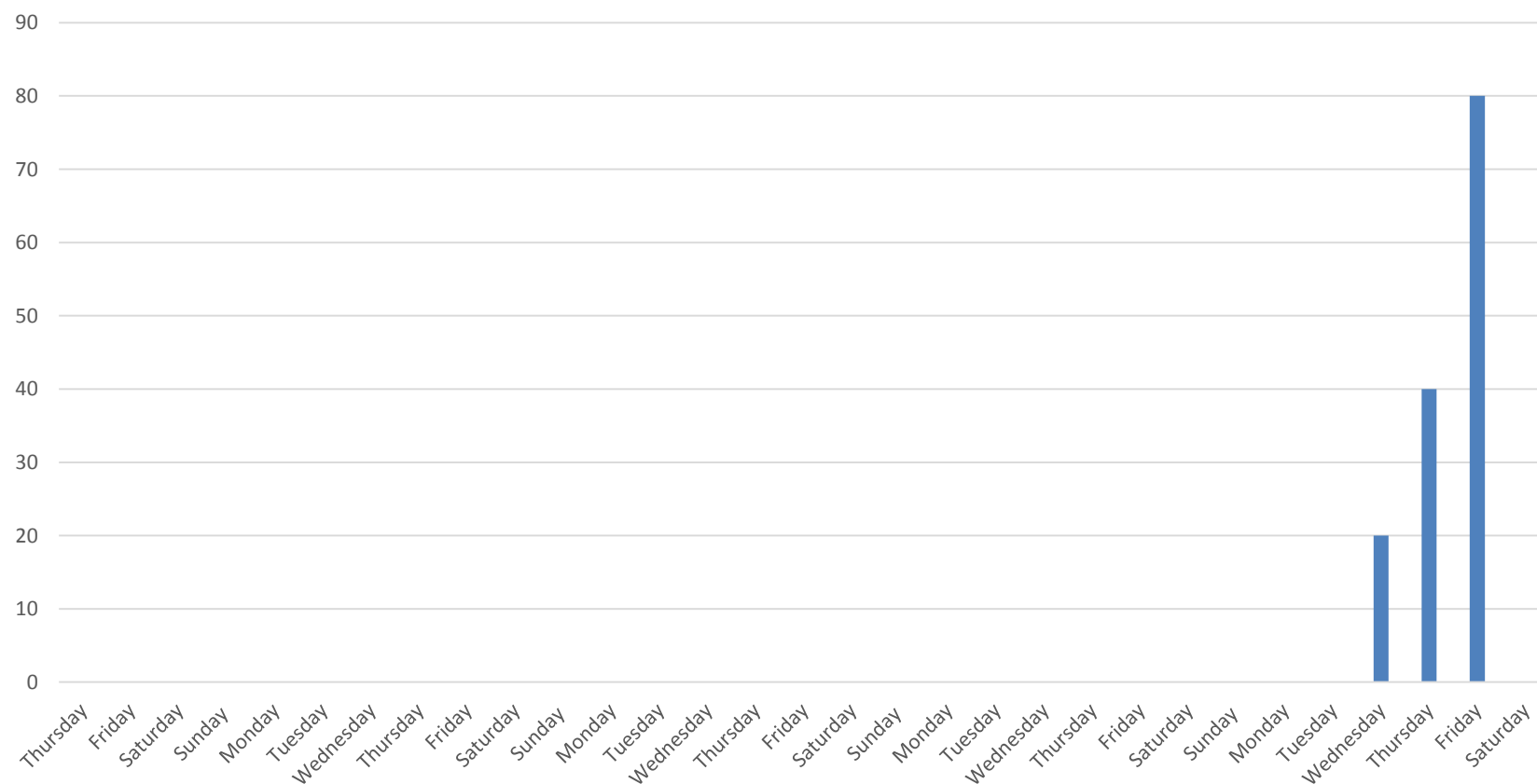
How often do supervisors talk about safety and address safety issues?



Safety Contacts Monthly Performance



Safety Contacts per Month





“The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails.”

William Arthur Ward

Types of Communication



Managing Culture Change

- Formal Communications
 - Large Group meetings
 - Executive Emails
 - News Letters
 - Banners



Types of Communication



Managing Culture Change

- Semi - Formal Communications
 - Training
 - Tool Box Talks
 - Meetings



Types of Communication



Managing Culture Change

- In - Formal Communications
 - Every day interactions
 - Water Cooler Conversations
 - Shop Floor
 - Break Rooms





VISION



THANKS FOR
Your Participation!