



Module 1 - Safety Culture Development

A Safety Culture has more than one component and it is the interaction of these that form an Organisational Safety Culture. Whilst formal Safety Systems are a necessary and key element in a Safety Culture and should be the first thing that are considered, focusing purely on systems will only drive safety improvement so far before the law of diminishing returns sets in. However good an organisation's safety systems are a focus on those alone is ultimately insufficient to drive continuous safety improvement.

This interactive one day course introduces you to all the key elements of Safety Culture and explains how it can be shaped and influenced for improvement by taking a holistic approach.

The course will cover:

- The stages of Safety Culture development, what characterises each stage and how to progress to a more proactive, human focussed and holistic safety culture. This section of the course also explores how to avoid the risk of becoming 'System Obsessed' as it develops its safety culture.
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- Key aspects of Cultural Safety™ and how they influence organisational Safety Culture. This section of the course explores the role of Rituals, Artefacts, Language and Beliefs in the specific context of shaping organisational Safety Culture.
 - Rituals are the processes and systems (formal or informal) that have become common practice within an organisation.
 - Artefacts are the objects or products designed to be used by people to meet needs or to solve problems.
 - Language is the way we communicate concepts, feelings and beliefs within a culture.
 - Beliefs are the psychological states in which individuals hold a proposition or premise to be true.

Understanding the interplay of these aspects of culture will enable an organisation to enhance each aspect to develop Safety Culture positively.

- The role of a 'Just Culture'.
 - A Just Culture is the balancing point between a Blame Culture and a No Name No Blame Culture. It balances recognition for safe behaviour with accountability for violations of safety rules.
- Safety Culture Gap Analysis techniques.
 - An understanding of the stages of Safety Culture, aspects of Cultural Safety and the role of the Just Culture form the foundation of good cultural gap analysis. This section of the course will teach delegates how to conduct a Safety Culture Gap Analysis and identify corrective actions moving forward.

On completing the course delegates will have a sound understanding of Cultural Safety™ and a suite of tools to facilitate them in developing the Safety Culture in their own organisation.