The Impact of a High Participation Safety Culture
Figure 1: Severe Injuries Or Fatalities
Reducing Workplace Injuries Is Intentional
ACTIONS

IMPACT
Relying on laws alone is inadequate to control risk
Our perception of risk evolves over time.
What **risks** do we take **today** that will be **unacceptable tomorrow**?
98% Participation will improve Safety Performance

Participation Counts: EHS Daily Advisor, 2017
How We Measure Participation

Adoption Rate

Activity Per Employee

Adoption Rate
How We Measure Participation

- **Task Force:** Safety is Enforcement
- **High Participation:** Everyone is Safety. Safety is everyday
- **Low Compliance:** Safety is Passive
- **All Talk:** Safety is Reactive

- **Activity Per Employee**
- **Adoption Rate**
Figure 3: Participation By Quartile

- 1st Quartile: High Adoption Rate, High # of Activities Per Employee
- 2nd Quartile: Moderate Adoption Rate, Moderate # of Activities Per Employee
- 3rd Quartile: Low Adoption Rate, Low # of Activities Per Employee
- 4th Quartile: Very Low Adoption Rate, Very Low # of Activities Per Employee

Adoption Rate vs. # of Activities Per Employee
WHY?
Step 1 – CEO Commitment
Step 1 – CEO Commitment

Step 2 – The Rise of the Safety Leader
Step 1 – CEO Commitment

Step 2 – The Rise of the Safety Leader

**Step 3 – Get Employee Buy-in**
Step 1 – CEO Commitment
Step 2 – The Rise of the Safety Leader
Step 3 – Get Employee Buy-in

Step 4 – Safety Reflex
250 million leading and lagging indicators

Machine Learning engine
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<tr>
<th>Title</th>
<th>Hazard</th>
<th>Assessment</th>
<th>Analysis</th>
<th>Identification</th>
<th>Proactive</th>
<th>Intervention</th>
<th>Permit</th>
<th>Observation</th>
<th>Near Miss</th>
<th>Violation</th>
<th>Infraction</th>
<th>Discipline</th>
<th>Warning</th>
<th>Root Cause</th>
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Can we quantify **Safety Reflex**?

### Hazard IDs to Consequences

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### Proactive to Reactive Hazard ID

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Can we quantify Safety Reflex?

Number Action Items

Top ¼: 2X
Bottom ¼:

Actions Completed ‘Early’

Top ¼: 1.5X
Bottom ¼:
Step 1 – CEO Commitment
Step 2 – The Rise of the Safety Leader
Step 3 – Get Employee Buy-in
Step 4 – Safety Reflex
Step 5 – Safety Velocity
• Transparency has impact
• Monitor ratio of Hazards, Near Misses and Consequences
• Benchmark vs. Peers
• Strengthen link between tasks, hazards, controls, equipment & employees
Thank You

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