

SAFEX CONGRESS - Istanbul

May 26, 2011

Creating a Safer and more Productive Work Environment

Henry Merrick

Group safety and Health Manager



Wealth Unearthed





Choice and You

“ The freedom to choose may be the most powerful attribute and precious resource you have in your life. It shapes who you become, how you express yourself, the success you achieve and your influence in the world. You are a product of your choices, not your conditions. Your choices will determine whether you become a person who is truly indispensable or one who is hardly missed.

” Kevin and Jackie Frieberg”

Choice and You



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Choice and You



Choice and You



Choice and You



Choice and You



Change

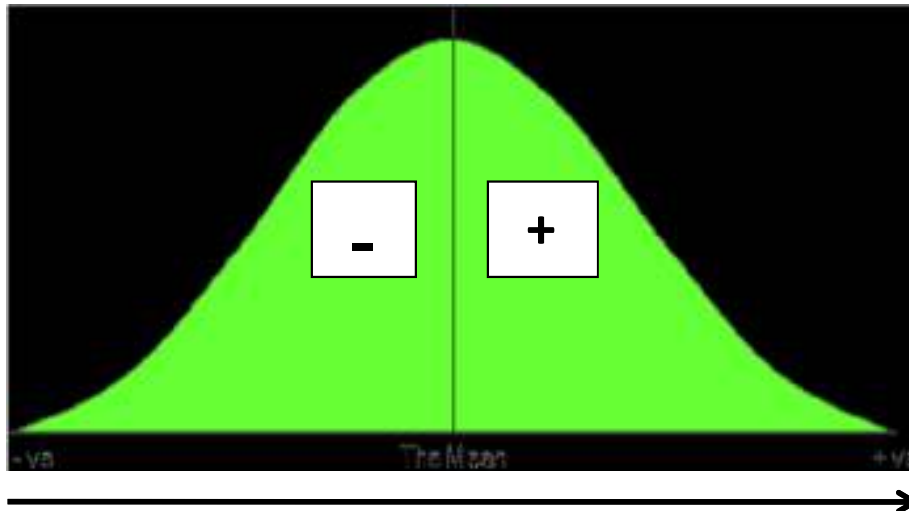
- World is ever changing
- Change initiated by individuals
- More difficult when it is multi dimensional
- Convincing others that it is worth their while
- Multi dimensional change requires energy and lots of it
- Creating this energy creates the opportunity for real organizational shift



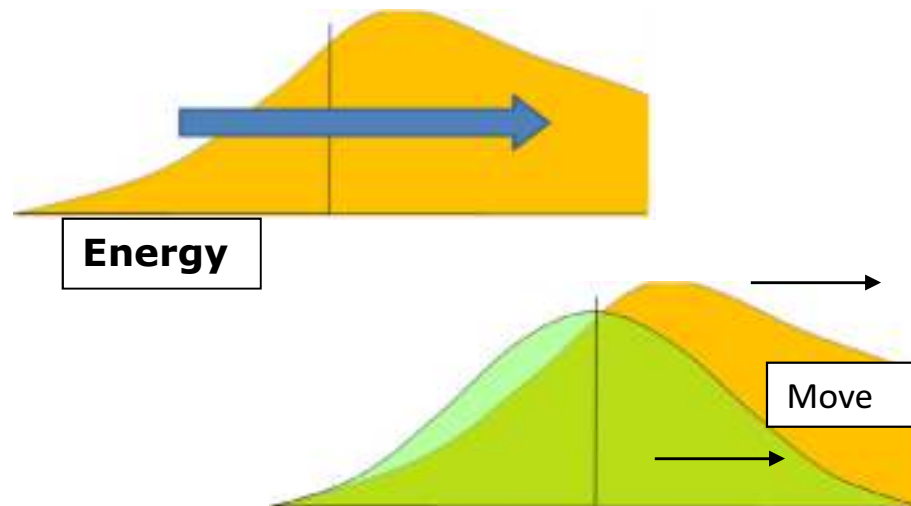
Leadership

- Culture where information come up through the levels.
- Even bad news, problems and concerns.
- Managers and supervision made aware of issues.
- Then managers and supervisors can anticipate on what needs to be done.
- Create an atmosphere/climate to know what is going on.
- Gathering good information – critical.

Normal distribution to positive



- Good examples on the right
- Try to eradicate poor situations on left
- Service best customers on the right
- Please our worst customers
- Replicating success
- Eradicate failure



- Do we know what drives our success
- Make success evident and keep it plain
- Positive reinforcement should move the masses from the left to the right

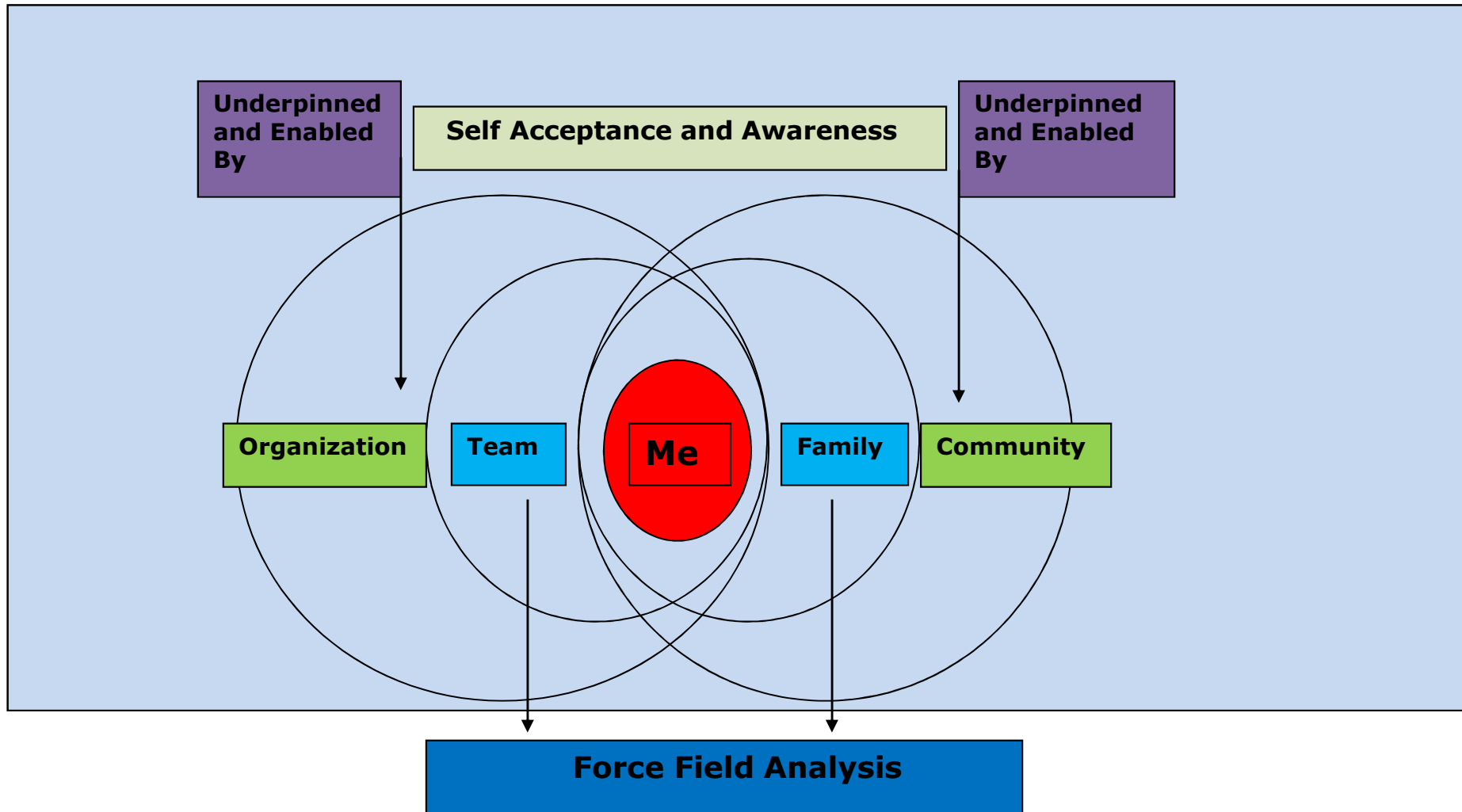
Communication

- Communication fundamental in safety leadership.
- Best leaders communicate all the time.
- Core value – Safety
- Nothing more important than going home safely.
- Open door policy.
- Listen, not only talking but listen to people including their concerns even the trivial stuff.

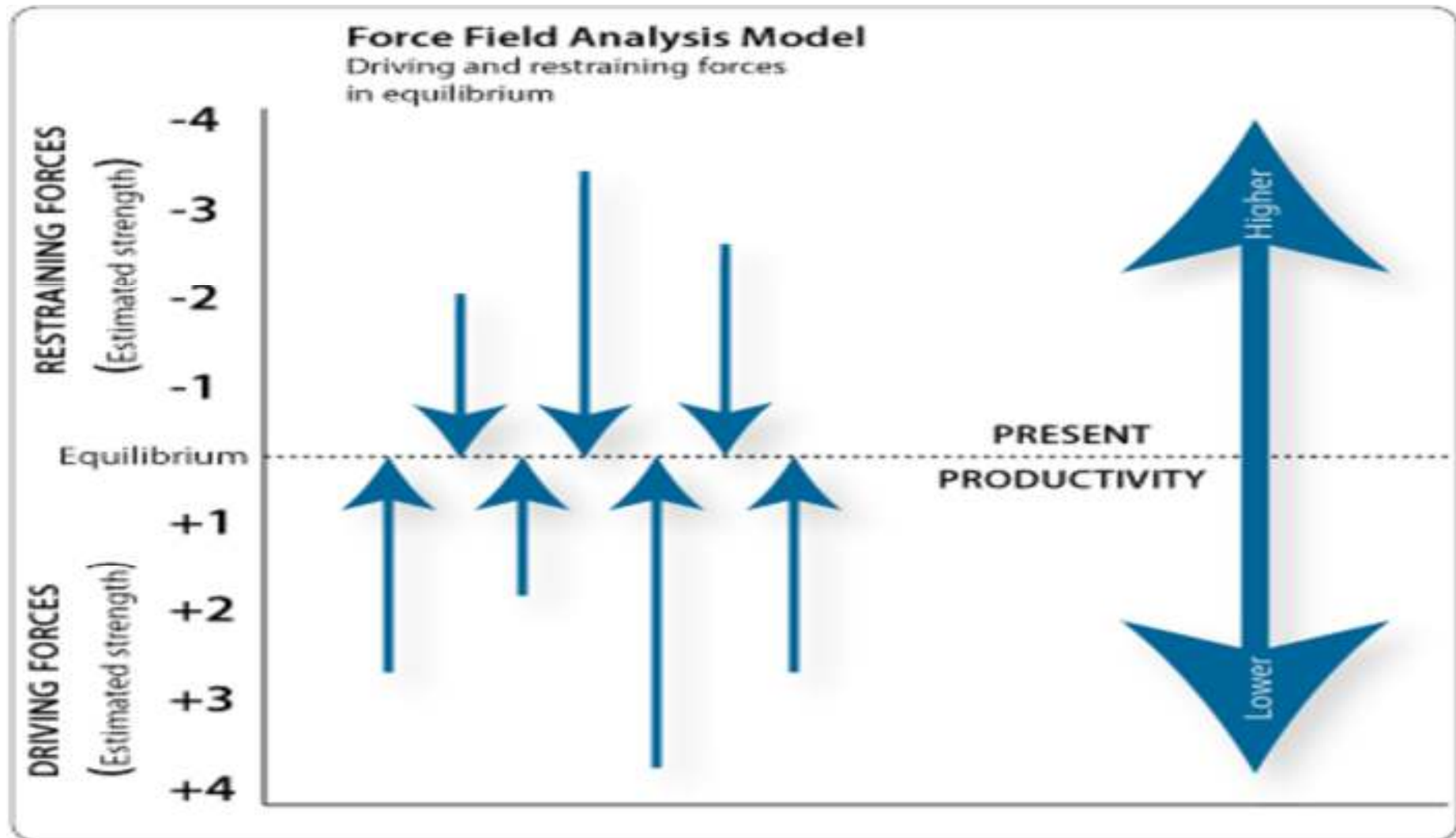
Safety and Production

- More than ever - Employers must increase production numbers, whilst maintaining a work environment that is safe and healthy.
- Accepting – Employees the greatest investment.
- Simplest way and means to have zero accidents/injuries?
- Traditionally safety and production pulled in different directions. The safer the production was the less productive it was.
- Thus the relationship between safety and production is critical for the overall sustainable success.

Safety starts and ends with Me



Kurt Lewin's Force Field



Consistency

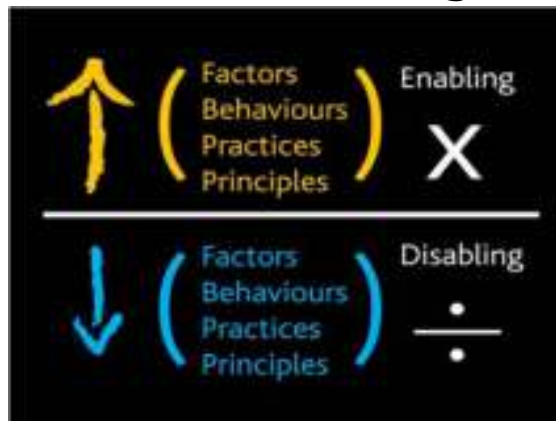
- Running a business may be seasonal.
- Danger is health and safety – Highest Priority.
- When production takes over – focus should remain on health and safety.
- Real pressure, safety drops down the list.
- Have to be consistent all the time, even when production pressures are high.

What Makes Me, Me?

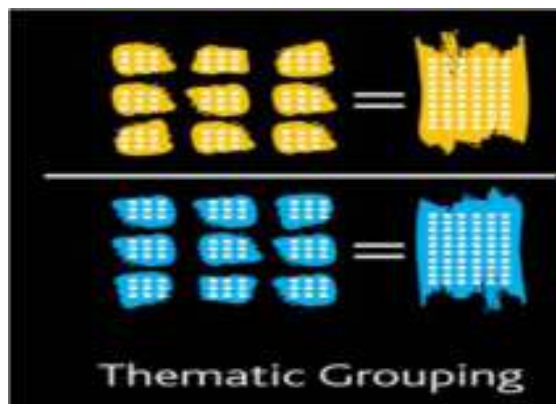
- As with other life forms – distinct DNA
- Most Businesses have safety systems,
- There should be three distinct fundamental deliverables:
 1. A deciphered “genetic code” in mathematical form.
 2. The conversion of this “genetic code” into a meaningful business product in iconographic form.
 3. The measurement of practical business realities against the “genetic code” in statistical form.

Process

- Establish the Sample – entire staff compliment engaged.
- Genetic surfacing – Get the employees opinion



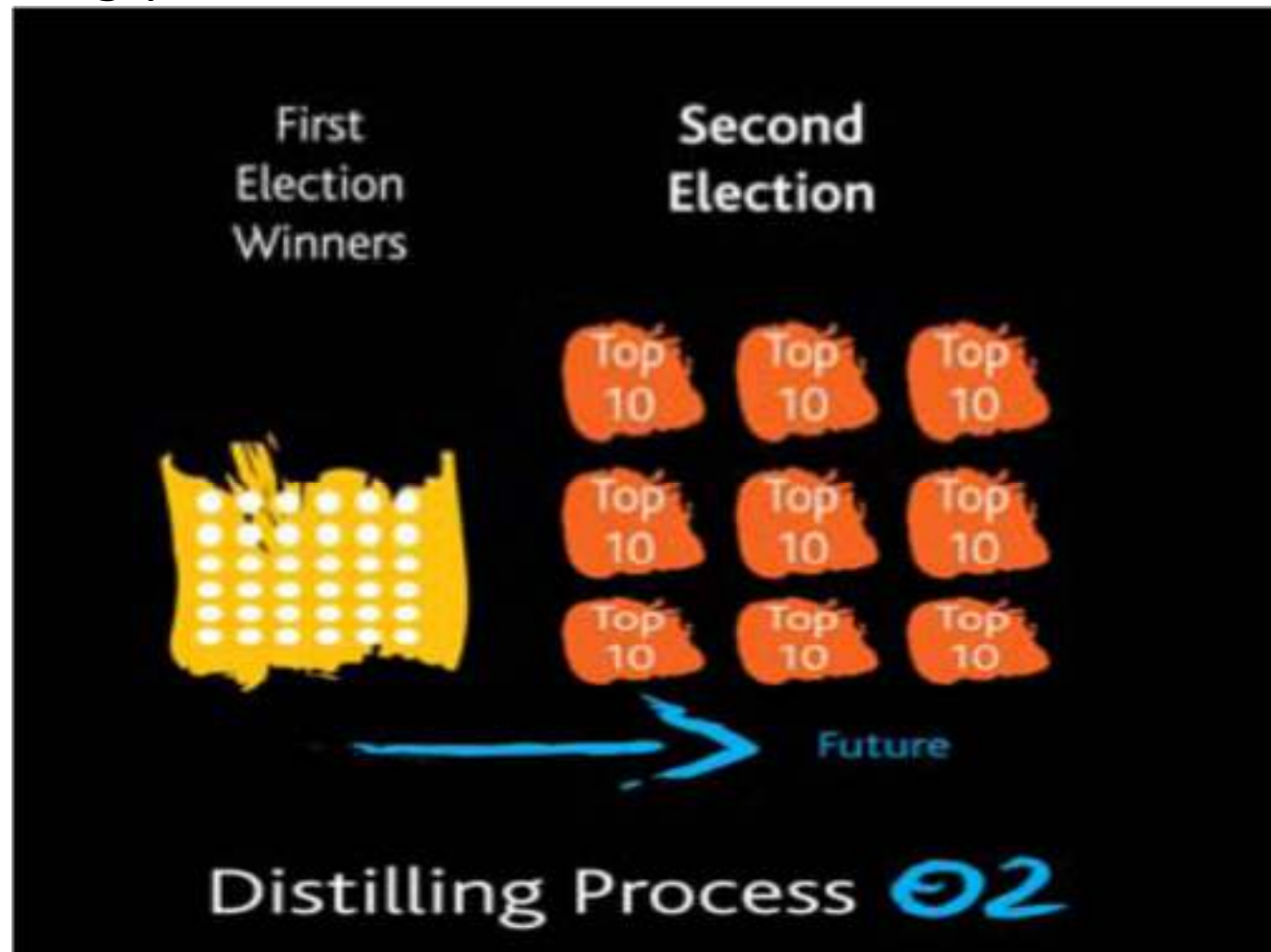
- Consolidation process – all input regarded as building blocks



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- Raw Material
- First Election
- Top 20
- Top 20
- Top 20
- Top 20
- Top 20
- Top 20
- Top 20
- Top 20
- Top 20
- Distilling Process 

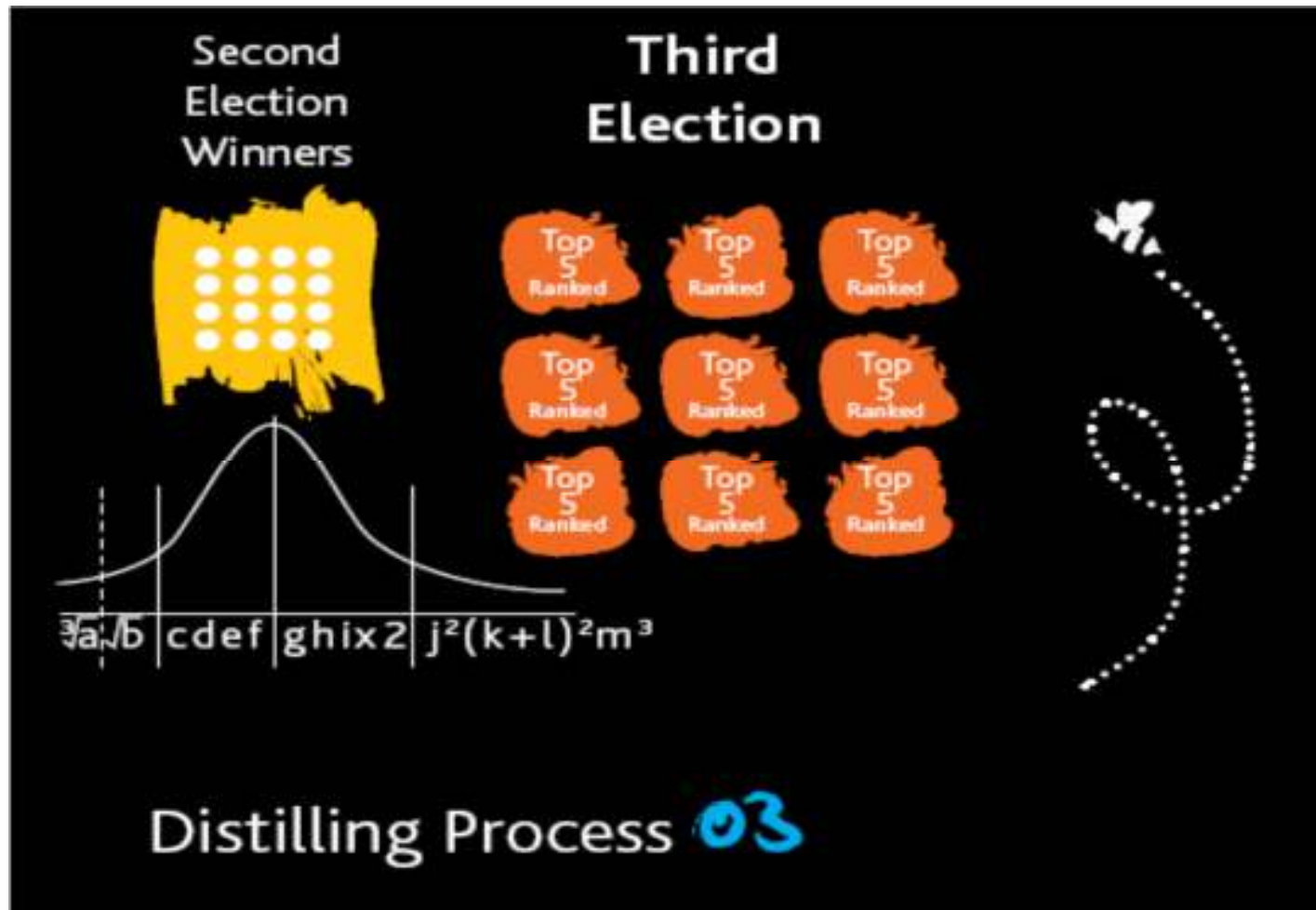
Process

- Distilling process



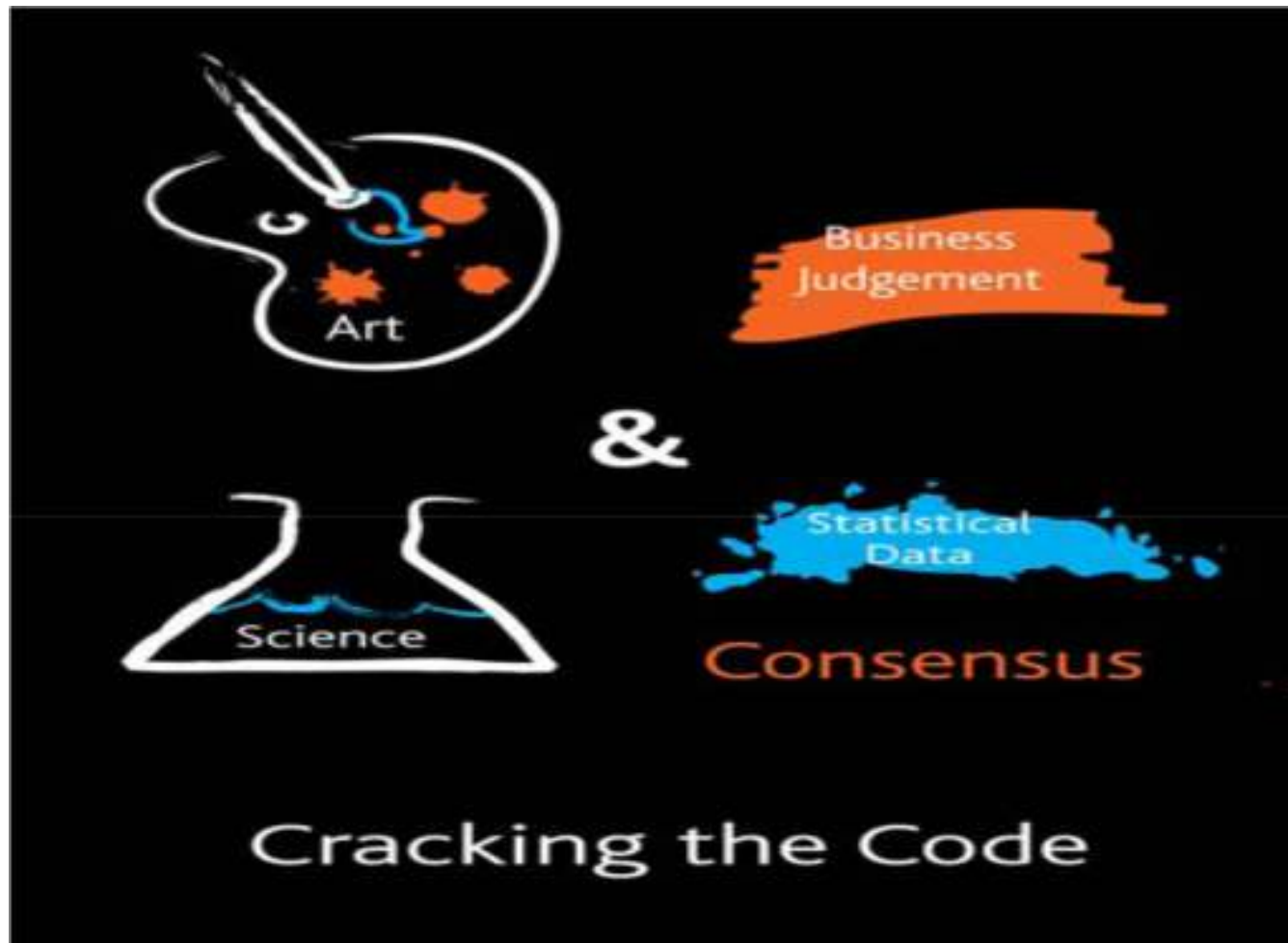
Process

- Distilling process



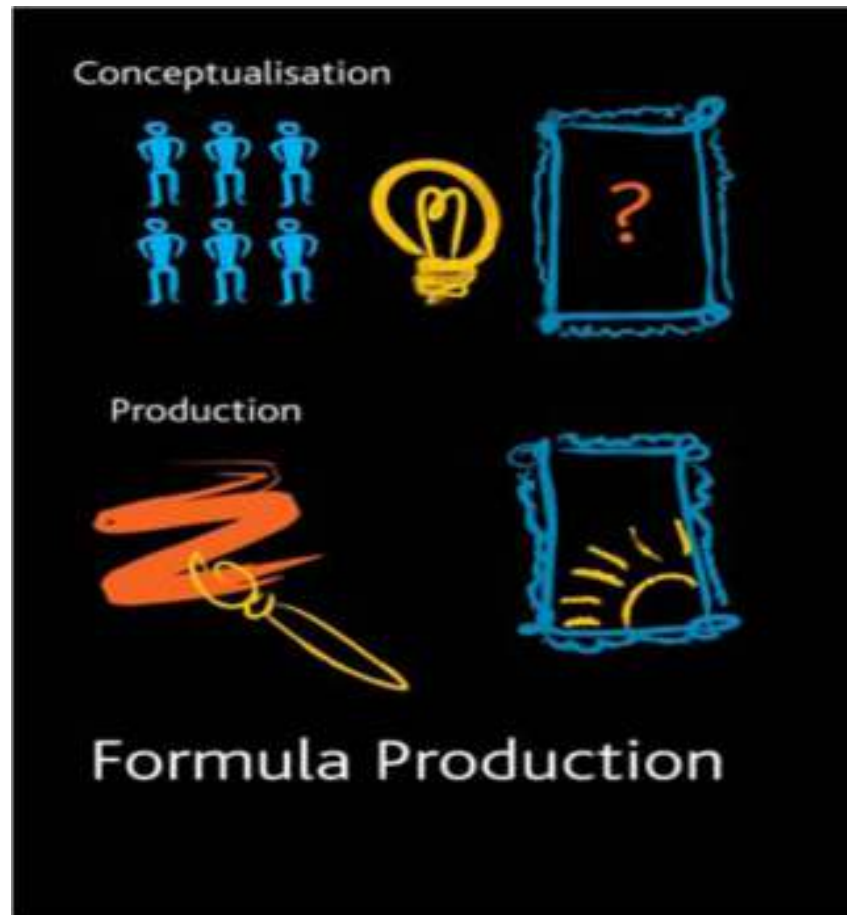
Process

- Cracking the Code



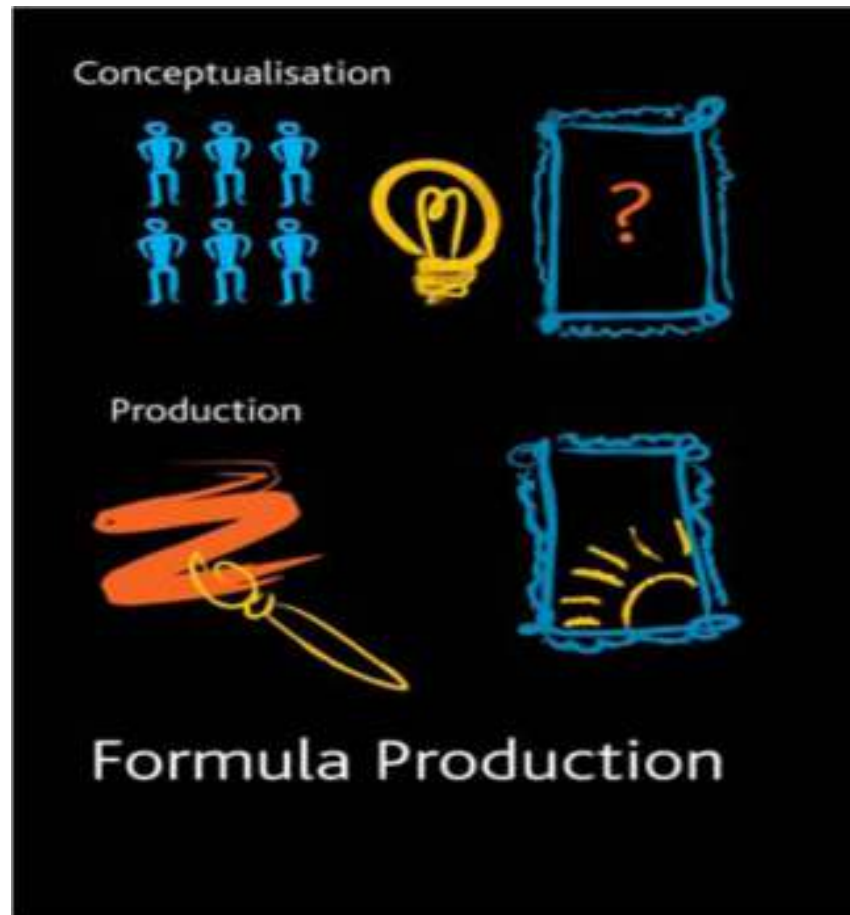
Process

- Depiction Production and Prescription



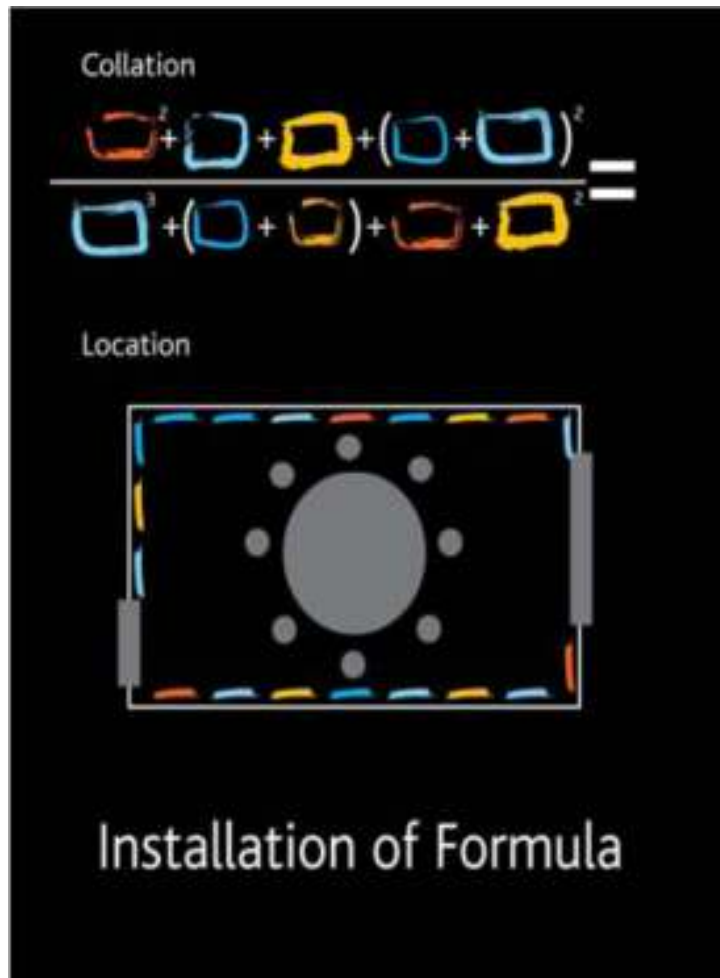
Process

- Depiction Production and Prescription



Process

- Installation of the Formula



- Good Housekeeping
- No Foreign Objects
- Respect for Explosives
- FISH
- Respect for Each Other
- Reporting of Incidents
- Open Door Policy
- Risk Aware
- Use Safety Systems

Just Culture

- Many companies believe they should move from a blame to a blame free culture.
- Do not agree
- Should be a just culture, fair culture.
- Example – person trained and know what to do, understood the procedure and still break a rule – disciplined.
- If the person is doing what everyone else is doing and managers turn a blind eye, then unfair to discipline.
- Be fair to people.

Take Home Safety

- Choice
- Change
- Leadership
- Communication
- Safety and Production
- Situational Awareness
- Safety starts and ends with me
- Consistency
- What makes me, me?
- Behavior Process
- Just Culture



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Thank you

