Select Ideas & Actions

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10 IDEAS TO MAKE SAFETY SUCK LESS

THE HOP NERD
SAM GOODMAN

Human & Organizational Performance
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1 START FROM A PLACE OF TRUST

Making it happen...

Focus on trusting down through the organization rather than asking for employees to trust up – genuinely extend trust to those that do the work by:

- Deferring to their expertise
- Relying on them as problem solvers
- Trust them and not micromanaging or excessively oversighting

Shift organizational approaches and processes towards a focus on restorative justice

Seek to eliminate the petty and harmful systems of distrust throughout your organization

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2 DO THINGS WITH PEOPLE

Making it happen...

Seek to shift organizational assumptions away from those that create a desire for the management, manipulation, and modification of employee behaviors as a mechanism of control

Create opportunities to involve employees in the decision-making process

Find areas for improvement and allow employees to micro-experiment and come up with their own solutions

3 LEARN DELIBERATELY AND OFTEN FROM THOSE THAT GSD

Making it happen...

Deliberately seek out learning rich opportunities to get started

Begin using learning teams and learning explorations

Begin by experimenting and feeling your way through the process

Start small and conduct a learning team in a 'safe to fail' setting

Focus on sharing these context-rich conversations up through your organization – telling the story of lived reality

4
PAIN POINTS
ARE
STARTING POINTS

Making it happen...

- Actively listen for pain points within your organization

- Deliberately seek out pain points by asking better questions

- Conduct learning teams or learning explorations to discover and dig deep into organizational pain points

- Rely on workers to solve pain points and problems

5 BECOME OBSESSED WITH THE THINGS THAT (ACTUALLY) MATTER

Making it happen...

With a focus on areas of critical risk, begin to sort through and prioritize safety efforts

Eliminate areas of meaningless safety work

Begin use of "start when safe"

Focus on managing the presence of lifesaving controls and safeguards

6 MORE TOOLS LESS RULES

Making it happen...

Focus on shifting organizational assumptions around rules and compliance

Let go of desires to blame and punish

Eliminate unneeded or useless rules
Build room for worker autonomy into your processes

Focus on providing useful tool to those that need them – do this by deeply involving the end user in the creation process

7

STOP TRYING TO COMPLY (OR PUNISH) YOUR WAY TO EXCELLENCE

Making it happen...

Focus on tempering reactions to 'poor' audit findings

Retune auditing and assessing to examine more for effectiveness than compliance

Focus auditing and assessing efforts on the presence and viability of lifesaving controls and safeguards

8 REDEFINE "SAFE"

Making it happen...

Transition away from 'zero' based safety

Redefine safety within your organization

Lessen organizational focus on numbers, rates, and metrics, along with removing safety incentives

Refocus organizational efforts on examining for the presence of defenses

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9

GIVE UP ON SAFETY "FORTUNETELLING"

Making it happen...

Eliminate safety fortunetelling from the organization

Do not give up prevention, but seek to grow organizational focus beyond it

Invest time and energy into designing systems that will not result in catastrophic outcomes when they fail

Focus organizational efforts towards management of safeguards and lifesaving controls

10 EMBRACE HUMANITY

Making it happen...

Focus on shifting organizational assumptions about 'human error'

Remove 'human error' as cause from organizational processes and tactics

Modify organizational tactics around 'event investigation' – shift them towards learning reviews

Seek to better system/setting rather than attempting to modify human behavior through reward and punishment
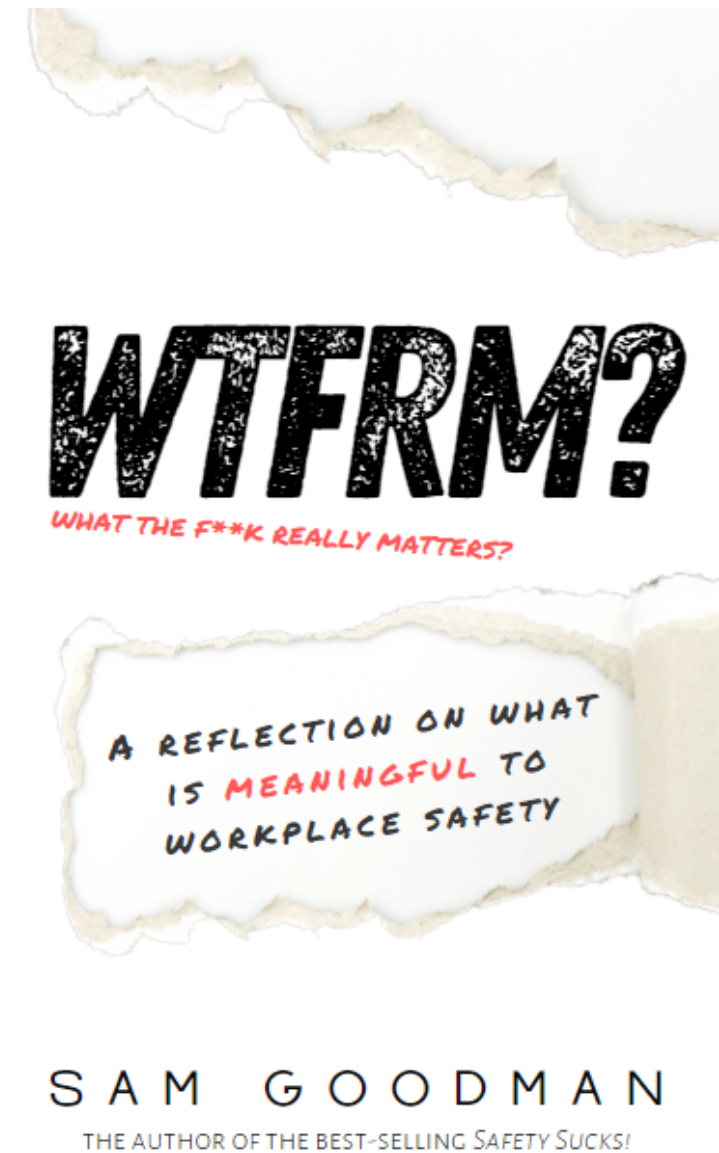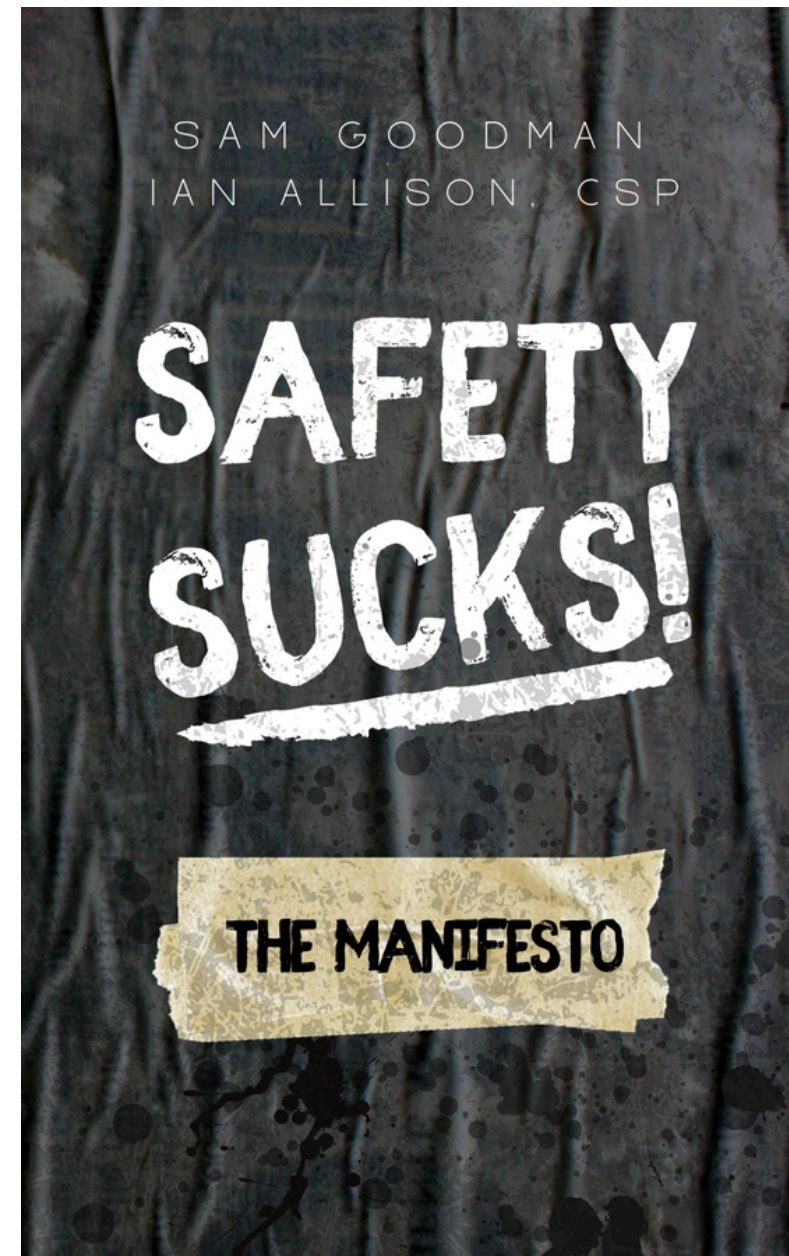
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WRITTEN BY
SAM GOODMAN
THE AUTHOR OF SAFETY SUCKS!

SAM GOODMAN
IAN ALLISON, CSP

SAFETY SUCKS!

THE MANIFESTO

WTFRM?
WHAT THE F**K REALLY MATTERS?

A REFLECTION ON WHAT IS MEANINGFUL TO WORKPLACE SAFETY

SAM GOODMAN
THE AUTHOR OF THE BEST-SELLING *Safety Sucks!*

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