

**LET'S BRING  
HUMAN AND  
ORGANIZATIONAL  
PERFORMANCE  
TO LIFE...**

**CONTACT US**

The HOP Nerd LLC

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**THE  
HOP  
NERD** LLC

SAM GOODMAN

## FUNDAMENTALS

Fundamentals training is a Human Organizational Performance leadership course that sets the stage for transformational change within your organization. Focusing on principles, terminology, methods, and much more, it serves as an introduction to HOP concepts. Sam offers group training along with one-on-one and small group HOP fundamentals mentoring.

## LEARNING TEAMS

Learning team training will teach participants how to facilitate learning teams within your organization and covers the practical application of learning teams along with their long-term role in improving your organization. Sam also facilitates learning teams and “coaches coaches” – acting as an external facilitator and further developing your organizations internal learning team facilitators.

## PLANNING

Sam can help your organization on its HOP journey as a planning partner and consultant



## ABOUT SAM

Sam Goodman is the founder and independent Human and Organizational Performance practitioner of The HOP Nerd LLC. He is the author of multiple books focused on the safety of work and the safety profession, and the host and producer of The HOP Nerd Podcast. Sam is an experienced safety and HOP practitioner, accomplished author, passionate speaker, and respected consultant and coach.

Sam has made it his life's mission to “Make the World a Better Place to Work” by “bringing Human and Organizational Performance to life...”

## SPEAKING & EVENTS

From small group events to large corporate gatherings, Sam is a seasoned storyteller that can bring passion, excitement, and energy to your next company event or conference.

## LEARNING EXPLORATIONS

Not sure where to start? Want to know how things are going? Sam can help your organization by facilitating Learning Explorations. Learning explorations are used to take a broad view of things like current organizational reality, lived experience, organizational stories and lore, effectiveness of overall approach, and other areas of interest.

## BESPOKE SOLUTIONS

Sam offers a wide array of bespoke HOP services. Get into contact or book an introductory chat to see how Sam can help your organization on its Human and Organizational Performance journey...

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# HOP PRINCIPLES

1. Error is Normal
2. Blame Fixes Nothing
3. Context Drives Behavior
4. Learning is Vital
5. Leadership Response Matters

# SAFETY DIFFERENTLY

- Workers are not a problem to manage - workers are problems solvers
- We should not tell people what to do - we should ask people what they need to be successful
- Safety is not the absence of accidents - safety is the presence of capacity



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## SAM'S "10 IDEAS"

- Start from a place of trust
- Do things with people
- Learn deliberately & often from those that GSD
- Pain points are starting points
- Become obsessed with the things that matter
- More tools - less rules
- Stop trying to comply your way to excellence
- Redefine "Safe"
- Give up on "safety fortunetelling"
- Embrace humanity

Human and Organizational Performance is a fundamental shift in how we view people. It is the move away from viewing people as problems to be managed, and the shift towards viewing people as problem solvers.

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# LET'S WORK TOGETHER...



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