

*A quick guide*

*-to-*

# HOP Planning & Integration

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**10** IDEAS TO MAKE SAFETY  
**SUCK LESS**

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"THE HOP NERD"

# Planning Considerations

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01

Organizational  
Readiness

02

Core Team  
Creation

03

Employee  
Involvement



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# 01

## Organizational Readiness

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Where is your organization currently at? Seek to understand the current state of your particular organization and define where it is that you want to go. This assessment of organizational readiness will allow you craft a customized approach based off the current reality of your organization. It will help you begin your journey at the right time and allow it to start on a sure footing.



# 02

## Core Team Creation

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Who are your internal champions – those knowledgeable and passionate folks – that will help bring this change about? Find them, get them together, and set them up for success by providing them adequate time, resources, and support to take on this task.



# 03

## Employee Involvement

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How are you going to place your workforce at the center of this change – how are you going to ensure that they have a voice? Be very cautious to not “do HOP” to your organization. You can help avoid this by involving your workforce in these change efforts. Involve your employees, listen to them, learn from them, and be sure that their voices – their ideas and their thoughts – shine through in the results of these efforts.



# '5 Phases' of HOP Integration

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01

Leadership  
Interest

02

Building HOP  
fluency

03

Operational  
Learning

04

Alignment

05

Safeguard  
Management



# 01

## Leadership Interest

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Seek to gain leadership support within your organization and find leadership champions or sponsors to leverage while on this journey. These Human and Organizational Performance allies are crucial to the overall growth and success of these concepts within your company.

What this looks like...

- Building relationships with leaders
- Mentoring leaders – especially through challenges
- Teaching of HOP concepts to leadership
- Making a case for change
- Possibly bringing in outside speakers to help shift views



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# 02

## Building HOP Fluency

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This is the education component of your journey – the embedding of these concepts and ideas within your organization. Through the teaching of things like Human and Organizational Performance fundamentals, learning teams, and more, you will establish a base-level of knowledge around this new approach. Over time you will begin to notice subtle changes in the language of your organization – your organization will begin to sound like a HOP focused company – your company will begin to “speak HOP.”

What this looks like...

- Providing HOP information sessions
- Conducting HOP fundamental training
- Teaching the use of learning teams and learning explorations
- Shifting organizational messaging towards Human and Organizational Performance



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# 03

## Operational Learning

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At this point in your journey, you are beginning to embrace tools like learning teams and learning explorations – the organization is shifting towards a deliberate and passionate focus on learning, especially from those that do the work. Do not just seek this learning after an event or operational surprise, go out and ‘learn on purpose’ about everyday normal.

What this looks like...

- Starting to use learning teams and learning explorations more and more
- More and more focus on the gaining of context rich information – the old answers (things like “someone messed up”) are no longer palatable
- Beginning to see more independent use of learning teams throughout the organization – people will bring you learning teams they did on their own
- Increasing curiosity about normal work



# 04

## Alignment

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At a certain point of maturity in your Human and Organizational Performance journey, it will be time to begin to embed HOP principles and operational learning mechanisms into your existing systems, processes, and programs. Sometimes this also calls for a healthy dose of decluttering – the getting rid of things that counter to these principles or simply not useful or no longer needed – to move things forward by the parting of ways with things that cannot be brought into alignment.

What this looks like...

- Altering of processes and programs to bring them into alignment with HOP principles
- The embedding of HOP principles and learning mechanisms into processes and programs
- Decluttering of rules, processes, and programs
- The elimination of rules, processes, and programs that cannot be brought into alignment with HOP principles
- Creating a HOP framework to ensure that HOP is sustainable



# 05

## Safeguard Management

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Now, with these concepts and ideas firmly embedded within the organization, and by using this operational intelligence gained through operational learning mechanisms (such as learning teams or learning explorations) the organization seeks to continuously and collaboratively design, better, and manage safeguards and lifesaving controls.

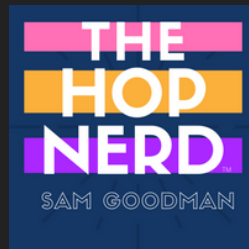
What this looks like...

- Bettering of existing controls and safeguards
- Bettering of system designs
- Ongoing operational learning around areas of critical risk
- Periodic testing of safeguards and controls

# A quick note...

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You will find these considerations and '5 Phases' to be crucial when plotting out your organizations journey towards Human and Organizational Performance. Put plenty of thought into these areas as you begin to think about bringing the concepts to life within your workplace, but do not get overly consumed with or tied to rigid planning. There is not "one right way" to bring these fundamental changes about – there is not a true guidebook to making these changes happen. Plot a course and start moving in the right direction, keep your plan flexible and understand that it will change along the way.



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**For more on bringing Human and  
Organizational Performance to life  
in your organization...**

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