



# MANAGING CULTURE

This quick reference guide is designed to raise awareness around managing safety culture.  
It is a summary document only.

If you want to drive positive safety performance within your organisation then building, maintaining and improving a high-performance safety culture is vital to achieving success. So how do you do this?

The following 4 steps are a basic overview of ways to build the foundations of a strong safety culture.

## LEADERSHIP COMMITMENT

- A hybrid approach of written commitment and visible time in field is key. Leadership starts at the top and the importance of the entire senior management team being visible and demonstrating 'felt leadership' (genuine interest in the person you are interacting with) in the field cannot be underestimated.
- Visible leadership plays an integral part in the transformational journey.
- Leadership also applies to individual ownership of safety.

## COMMUNICATION & CONSULTATION

- One of the biggest causes of a toxic culture is a belief that the management team do not listen or care about worker wellbeing. To build a safety culture there needs to be a 360° communication flow without fear of repercussion.
- The workforce is faced with hazards and risks every day and can often provide insight into safer and more efficient ways of completing a task. Involve your teams in the risk assessment process and development of policy and procedure, this way they will have a sense of ownership of the process.
- Hold and encourage regular proactive feedback sessions. Implement a reward program to help encourage workers to promote ideas that could make the workplace safer.

## MANAGING HAZARDS

- Companies have a duty of care to provide a safe work place. Engaging workers in safety inspections provides a sense of ownership and inclusion. A fresh set of eyes also assists in finding new hazards.
- Ensure that where concerns are raised around safety & wellbeing that feedback is provided.
- Promote individual ownership and the importance of looking out for your workmate.

## EDUCATION

- Investment in your workforce through education pays dividends. If your workforce understands the 'Why' of why things need to be completed in a certain way, how to safely complete a task and the wider consequence if it goes wrong, they are more likely to want to do the right thing.
- Mix up your training mediums - classroom, eLearning, practical etc. The best solutions involve a combination of all options.



## TIPS FOR MANAGING A POSITIVE SAFETY CULTURE

### EDUCATE

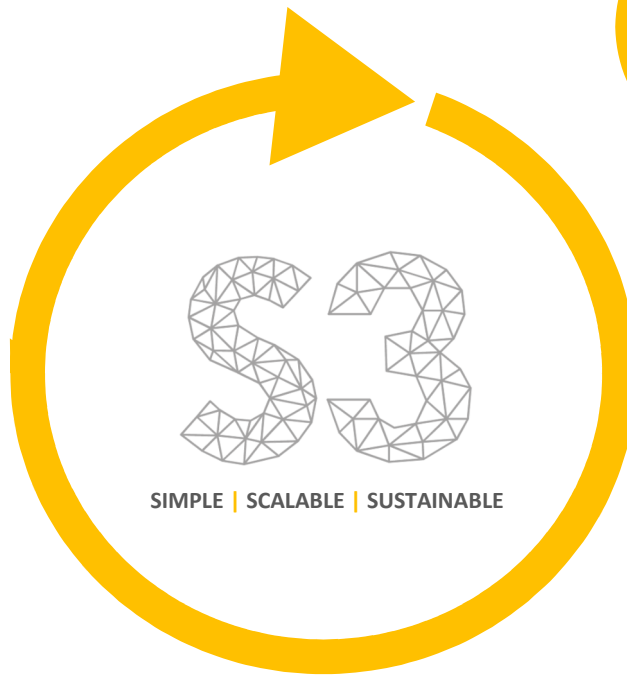


**Train** your workers to understand risk and controls, help them understand WHY.

### VISIBLE LEADERSHIP



**Demonstrate** commitment to safety and wellbeing. Promote individual ownership of safety.



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### MANAGE HAZARDS



**Proactively** manage hazards and provide feedback. Promote and reward near miss reporting and workers that stop unsafe acts.

### COMMUNICATION



**Involve** your teams and **provide 360° feedback**, recognise individuals that demonstrate safety ownership

**If you require more information on building a successful safety culture or require an independent safety culture assessment of your workplace then please contact the S3 Safety Group.**

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