



Company Culture is the Foundation of Your Safety Culture

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Session Objectives

- Company Culture Defined
- Company Core Values
- Behavior Based Safety Programs?
- Safety Leadership – A Holistic Approach
- What you do right now to shift culture!

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It's How We Do All the Things

Company Culture

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Company Culture

- The language we use
- The way we interact and treat each other
- Shared goals
- How we are ignored or recognized
- Behaviors and values that create the work experience
- Formal and informal systems

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Types of Company Culture

- **Clan Culture**
 - Do things together
 - Google, family like atmosphere
- **Adhocracy Culture**
 - Do things first
 - 3M Post Its, creative and agile

- **Hierarchy Culture**
 - Do things right
 - Rules, structure, process, and efficiency
- **Market Culture**
 - Do things fast
 - McDonalds, speed, efficient, results and performance driven

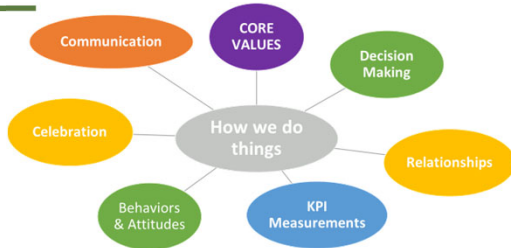
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Types of Company Culture

	Clan Culture	Adhocracy Culture	Hierarchy Culture	Market Culture
Orientation	Collaborate	Create	Control	Compete
Leader Type	Facilitator Mentor Teambuilder	Innovator Entrepreneur Visionary	Coordinator Monitor Organizer	Hard-driver Competitor Producer
Value Delivers	Commitment Communication Development	Innovation outputs Transformation Agility	Efficiency Timeliness Consistency & Uniformity	Market share Goal Achievement Profitability

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Company Culture



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Core Values

- Core Values are the set of beliefs that guide your decisions
- The heart of the organization and what it stands for
- Unite your employees
- Represents the organizations highest priorities
- Ideal standard of behavior - influences

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Beaver Excavating – Core Values

Beaver Excavating's Core Values define the way we interact with our customers, employees, and the communities in which we work. These seven principles:

Safety, Quality, Loyalty, Integrity, Pride, Customer Focus, and Community Service,

are the foundation of the company's long-term success and will continue to guide us in our daily operations and future growth. At Beaver, we believe that our success is reflected in the success of our customers. We strive to be a successful and positive influence, in our role of providing the highest quality civil construction services, on our customers' projects.

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Company Culture & Core Values

Can you define your company culture and core values?

How is it communicated to the frontline?

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**GLC Minerals
Core Values**

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Behavior Based Safety Culture

- Behavior Based vs Conditional Safety Programs
 - 85% of all accidents are a result of “unsafe acts” – the person’s behavior
 - 12% of all accidents are a result of “unsafe conditions” – the process/equipment
 - 3% of all accidents are because of chance (natural disasters)

Yet we often focus on MSHA (OSHA) compliance and correcting unsafe conditions (the 12%) instead of the behaviors that lead to unsafe acts (the 85%)

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Behavior Based Safety Culture

Condition Based

- Focus on compliance
- Treating symptoms, conditions
- Relies on external enforcement
- Check the boxes

Behavior Based

- Employee empowerment
- Focus on behaviors
- Addresses root cause
- Internal enforcement

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Behavior Based Safety Culture

Benefits of a Behavioral Based Safety

- Improved Worker Safety
- Greater Employee Retention
- Improved Efficiency
- Improved Operating Margins
- Increased Profitability
- Happy Employees

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What's Next?

Many of you have a Behavior Based Safety Culture...

But what is the next step to really weave your company culture into your safety culture?



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- ### Hollistic Safety
- The goal is to create an environment where safety is ingrained in your company culture and values
 - Integrates safety into daily operations, and supports the individual on and off the job

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- ### Hollistic Safety
- Elements of holistic safety:
- Physical Safety
 - Psychological Safety
 - Behavioral Safety
 - Leadership and Management
 - Employee Engagement
 - Well-being (mental health/fitness) and work-life balance

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Hollistic Safety Framework

- **The Worker**
 - Physical and mental well-being, knowledge, skill, training, attitudes and behaviors related to safety
- **The Work**
 - Tasks, activities, processes, implementation of safe work practices and procedures, and the use of proper tools and equipment
- **The Workplace**
 - The physical environment

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Hollistic Safety & Leadership

- Company Culture
- Core Values
- Behavior Based Safety Program
 - Holistic Safety Culture!
- Leaders within your organization

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5 Keys: Successful Safety Leadership

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Successful Safety Leadership

1. Management Commitment

- Accountability and Follow-up
- Vulnerability
- Can't Manage What You Can't Measure
- Leadership is a Marathon

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Successful Safety Leadership

2. Employee Empowerment/Engagement

- "Safe" place
- Information share (timely)
- Training = Confidence

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Successful Safety Leadership

3. Communication

- Clear is Kind, Unclear is Unkind
- Communication – clarity – consistency – accountability
- "But I sent an email!?"
- Change Management

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Successful Safety Leadership

4. Recognition

- Words vs Things
- Transformational vs Transactional

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Shifting Safety Culture

What can you do today to build or shift your safety culture?

- Create a "Safety Charter" that aligns with your company culture and core values
- Recruit a Safety Team
- Determine the foundation of your Holistic Safety Program
- Be prepared to manage change
- Celebrate safety!

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Safety Team

- Recruit a Safety Team that has representation from all departments
- Empower all employees to be safety leaders by offering a space to voice concerns, creative ideas, and recommendations. When they "see something, they say something"
- Serve as an advisor to management and employees on safety and health issues. Make recommendations to eliminate or control hazards, improve the health and safety program.

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GLC Minerals Safety Charter

The goal of the Safety Team is to create an effective and proactive culture where all GLC Minerals and Integrated Services employees are committed to a healthy and safe environment achieved through training, communication, and safe work practices.

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Safety Culture – Managing Change

- As we shift to a behavior based safety culture, we will build relationships, trust, and communication.
- A Holistic Safety program is going to challenge your organization to connect people, technology, and you're your company culture
- And we will prepare ourselves to successfully manage change throughout the business

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Safety Culture – Managing Change



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Thank You!

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