



NORTHERN INDUSTRIAL TRAINING

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Saving On Safety



Goal

Tune safety performance in a lean economy.

Objectives

- ❑ Resist the reaction
- ❑ Commit to the challenge
- ❑ Explore the opportunity in a lean economy

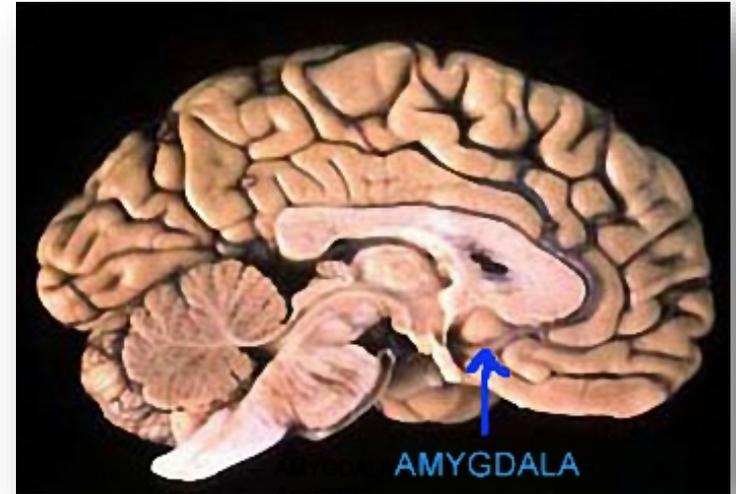


TERMS

Define Terms

□ Amygdala

- An almond-shape set of neurons located deep in the brain's medial temporal lobe.
- Shown to play a key role in the processing of emotions, the amygdala forms part of the limbic system.



Define Terms

□ Motivation

- Internal and external factors that stimulate desire and energy in people to be continually interested and committed to a job, role or subject, or to make an effort to attain a goal.



Motivation is the art of getting people to do what you want them to do because they want to do it.

(Dwight D. Eisenhower)

Define Terms

□ Profit

- a financial gain, especially the difference between the amount earned and the amount spent in buying, operating, or producing something.

Define Terms

□ Value

- the regard that something is held to deserve; the importance, worth, or usefulness of something.
- estimate the monetary worth of something.



RESIST THE REACTION



A Lean Economy

- ❑ ANS Crude \$52.71 / barrel
- ❑ REALITY: Less work to be done = fewer jobs
- ❑ Leaders must look for efficiencies

Resist the Reaction





You're fired!

Resist the Reaction

□ HSE Professionals –

- What is your role?
- Is your program effective?

□ Discuss –

- Is your HSE staff and program costing more than its benefitting?
- How do you measure and communicate the value of the HSE program?

Resist the Reaction

- ❑ A lean economy;
- ❑ Creates insecurity and causes reactionary thinking
- ❑ May cause under reporting
- ❑ May lead to increased risk behavior
- ❑ May lead to indiscriminate cuts in programs and staffing

Resisting the Reaction

- ❑ Leaders may cut without understanding the value of safety.
- ❑ “In times of recession with reduced levels of demand and increasing supply-side competition there is a temptation to cut any expenditure that cannot be directly shown to support revenue. Economic pressures can undermine safety when fewer people are expected perform more tasks”
 - ***Economic Recession and a Crisis of Regulation in Safety-Critical Industries - CHris. W. Johnson***

Resist the Reaction

- ❑ Understaffing consequences
- ❑ Each new patient increases mortality by 7% for all patients
 - “the odds of patient mortality increased by 7% for every additional patient in the average nurse's workload in the hospital...
 - From 4 to 8 [patients/Nurse] = 14% and 31% increases”
 - ❑ Nurse Staffing and Patient Mortality Study Linda H. Aiken, PhD, RN;

Resist the Reaction

The Neuroanatomical Transformation of the Teenage Brain: Jill Bolte Taylor at TED – The Amygdala
https://www.youtube.com/watch?v=PzT_SBI31-s





COMMIT TO SAFETY EXCELLENCE



Commit to Safety Excellence

- ❑ First, recover from amygdala hijack.
- ❑ Second, return to core values, mission and vision.
- ❑ Third, decide...are you in or are you out?



Commit to Safety Excellence

- ❑ In a lean economy, losses *must* be minimized.
- ❑ Leaders *must* ensure strong HSE performance for the security of the business.
- ❑ HSE professionals *must* know, measure and communicate the *value* of programs and staff.

Commit to Safety Excellence

- ❑ HSE professionals and company leaders must reach an accord:
 - Leaders must be willing to continue to invest in a lean economy
 - HSE professionals must be willing to let go of program elements that do not show value.
- ❑ Set goals for HSE performance

Commit to Safety Excellence

- What goals for HSE performance could your organization set for the next quarter and year?
 - Discuss with your group



THE OPPORTUNITY

Tuning Safety Performance

- Tuning = leading
 - In times of stress, people need leaders
- Can you INSPIRE people to follow you through uncertainty?
- Tune
 - Workforce
 - HSE programs and staff
 - Culture

The Opportunity: Workforce

- Worker motivation
 - You have their attention
 - Those not aligned with loss prevention goals will be invited to see the light...or the door.

- Shared accountability through line safety
 - HSE staff are key mentors and SME's to guide this process
 - Motivation to adapt is high

The Opportunity: HSE Programs

- Remove ineffective HSE programs and initiatives
 - These can linger when business is good
- Staffing redundancies
 - HSE pros must have give and take to survive
 - Protect critical tasks that need time/attention
- Consultant Program design and mentoring

The Opportunity: Culture

- Evolve safety culture more quickly than usual
 - Smaller crew and staff
 - Aligned on goals and vision for HSE performance
 - Motivation to conform is high



You will tune safety performance in a lean economy by;

- ❑ Resisting the reaction to signs of insecurity,
- ❑ Commit to excellence in safety as a means to increased business performance,
- ❑ Seizing the opportunity to lead in a lean economy.



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