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MANAGEMENT COACHING



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WE LOOK OUT FOR EACH OTHER





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Your See Care Share Journey

Understanding Why	04
What is Safety Culture	06
How Can We Affect Change	08
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Understanding Why



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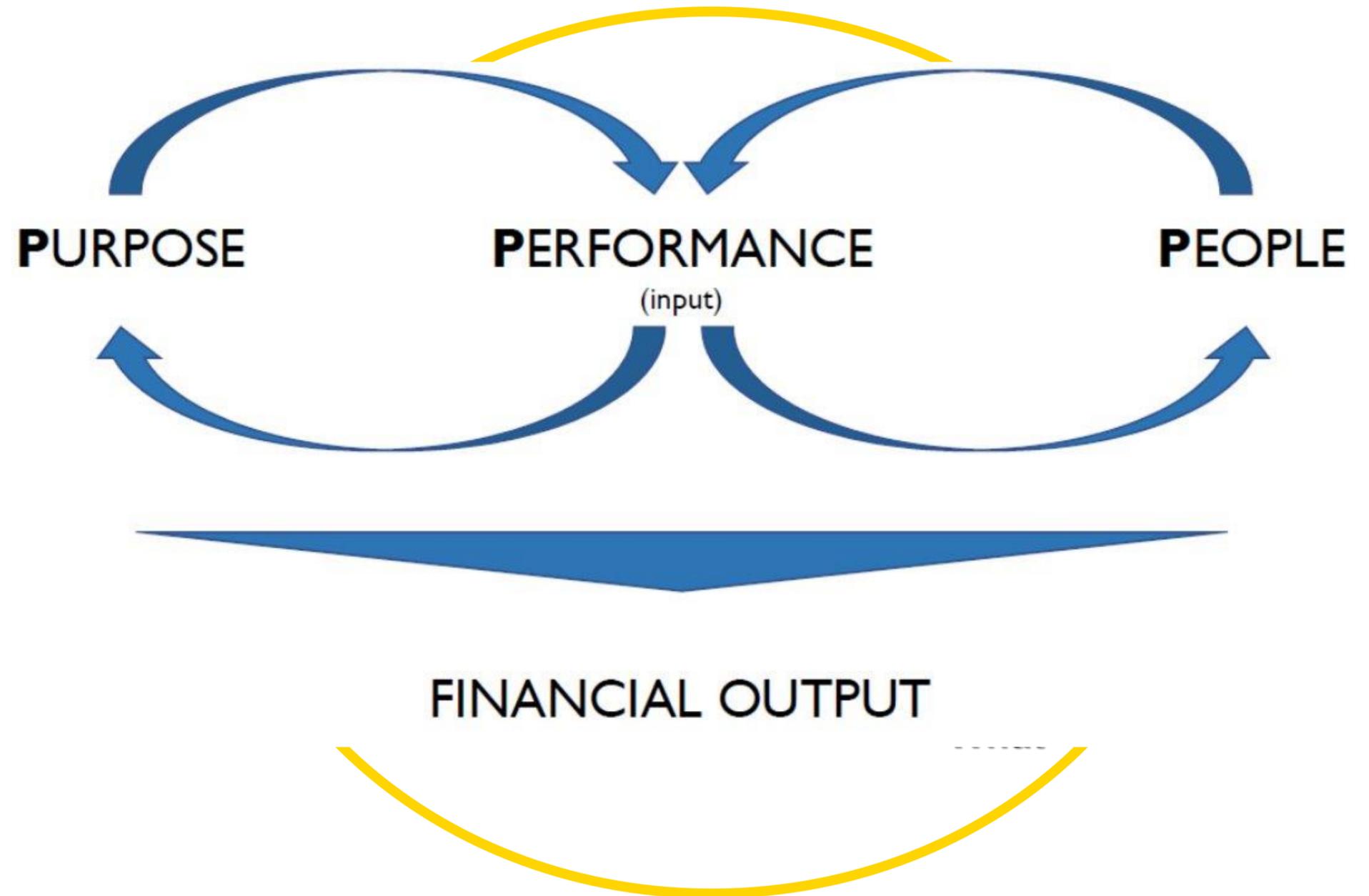
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Understanding Why

Golden Circle of Why



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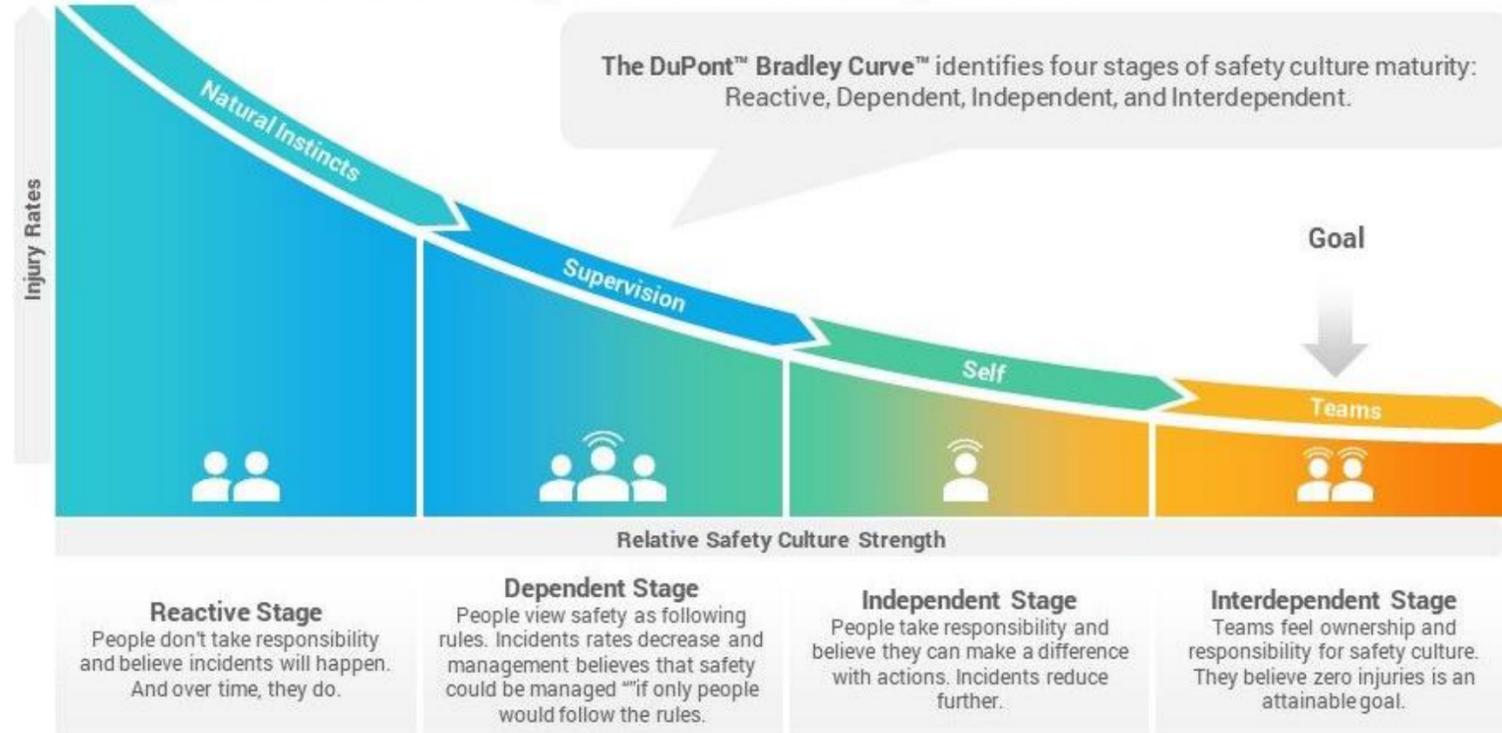


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What is Safety Culture?

Safety culture is often described as assumptions, values, attitudes and behaviours related to safety, which are shared by a group of people within a business or an organisation.

Bradley Curve - The stages of the Bradley Curve™



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Who Sets the culture in your workplace?

Workplace incidents are often associated with failures in safety culture. It is now accepted that a positive safety culture is vital to creating and maintaining a safe operation.



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What Is Your Safety Culture?

1. What is the current Safety Culture in
- **Compass?**
- **At your Unit?**

2. How can we affect change?

3. What should we start with?

Breakout instructions:

- **You will have a breakout leader – They will make notes and feedback**
- **Get involved – either use your microphone or chat**
- **Respect each other and be positive**



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Feedback

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How Can We Affect Change?

If we want to have an impact, we need a shift

- From compliance to setting the standard
- From being in a comfort zone to question the status quo
- From training to coaching on the job
- From executing a task to being an example
- From negative to positive communication

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How Can We Affect Change?

Safety cultural change can become viral

- Cultural change can be viral if we give the example and leverage positive communication
- Be a “Navigator” and avoid the “By-stander” effect
- Speak with/to the heart and generate emotions (e.g. use videos rather than words)

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The Impact of a Good Leader



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WALKING PAST SETS THE STANDARD

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The lowest standard that you demonstrate as a leader, is the highest standard that the team can expect



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Safety Behaviours



COMMUNICATION **SPEAK OUT**

This theme is all about encouraging positive two-way dialogue.



RISK ASSESSMENT **BE MINDFUL**

This theme focuses on worksite hazards and how we control them.



INVOLVEMENT **GET INVOLVED**

This theme is about being proactive to help keep safety front of mind.



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Leaders Behaviours

SPEAK OUT



- I will recognise and reward positive safety behaviour and performance and be visible on site engaging with individuals
- I will use the fair and just culture model to align an individual's performance with a safe operation
- I will act on safety concerns immediately, seeking senior leadership or client support where necessary
- I will consult and involve the team in safety initiatives and problem solving

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Leaders Behaviours

BE MINDFUL



- I will ensure that hazards are identified, risk assessments are conducted and controls are put in place
- I will act on significant safety issues with the appropriate urgency and allow people to stop the job if they have safety concerns
- I will create a planned and organised environment for the team to work in
- I know my mindset impacts the way I behave, and will focus on having a zero-harm mindset



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Leaders Behaviours

GET INVOLVED



- I will connect with individuals about why I believe safety is important and take the time to understand other's beliefs about safety
- I will listen, act on, and provide timely, honest feedback on concerns raised
- I will demonstrate my commitment to safety through daily interactions and developing solutions, with the team, that improve the workplace
- I will coach and support team members to implement safety improvements together

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Safety Walks

A key part of our See Care Share is Safety Walks, which are to be conducted by you, the leaders within our business.

See Care Share
<ul style="list-style-type: none"> • Courageous Conversations • Informal Interaction • People Focussed • Use of Personal Stories • Use Of Prompters • Recorded but not an audit

See Care Share Moments
<p>See – Be Present</p> <p>Do we have everything we need to do the job effectively? Is there anything different today? Watch the behaviour & expressions of others.</p>
<p>Care – Be Authentic</p> <p>How are you feeling today? Are you fit for work? What is going well? What could be done better? How can we make that happen?</p>
<p>Share – Step In</p> <p>Conversation (peer to peer; self to self) How are others today? What will you do differently today?</p>



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Personal See Care Share Plan

Name: _____

Review Date 1 (1 Week): _____

Date: _____

Review Date 2 (1 Month): _____

Action	Objectives	By When	Who Can Help / What resources do I need?	Completed
See What would my unit / me benefit from to improve culture				
Care What can I change?	<ul style="list-style-type: none"> • Today: • In a week: • In a month 	<ul style="list-style-type: none"> • Today • 1 Week • 1 Month 		
Share How can I best introduce See Care Share into my unit				



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Your Role?

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**“EVERY ACCOMPLISHMENT STARTS
WITH THE DECISION TO TRY”**

(JOHN F. KENNEDY)





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A Message From HSE

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What Next...

Start today!

- **Change the language we use and aim for the leader you detailed in your See Care Share Plan**
- **Plan your See Care Share Coaching for your team**
- **Make every walk a safety walk - Be Present, Be Authentic, Step In and Listen**

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Resources

In order to implement See Care Share within your unit you will need to:

- **Display the Safety Behaviours – expect them**
- **Download From HSE Website:**
 - **Frontline Team Coaching Presentation**
 - **Attendance Certificate Template**
 - **Record of Attendance Card**
 - **Facilitator Notes**
 - **Behaviours Posters (A4 or A3 Versions Available)**
 - **Random Act of Kindness Cards Template**
 - **Safety Walk Guide**



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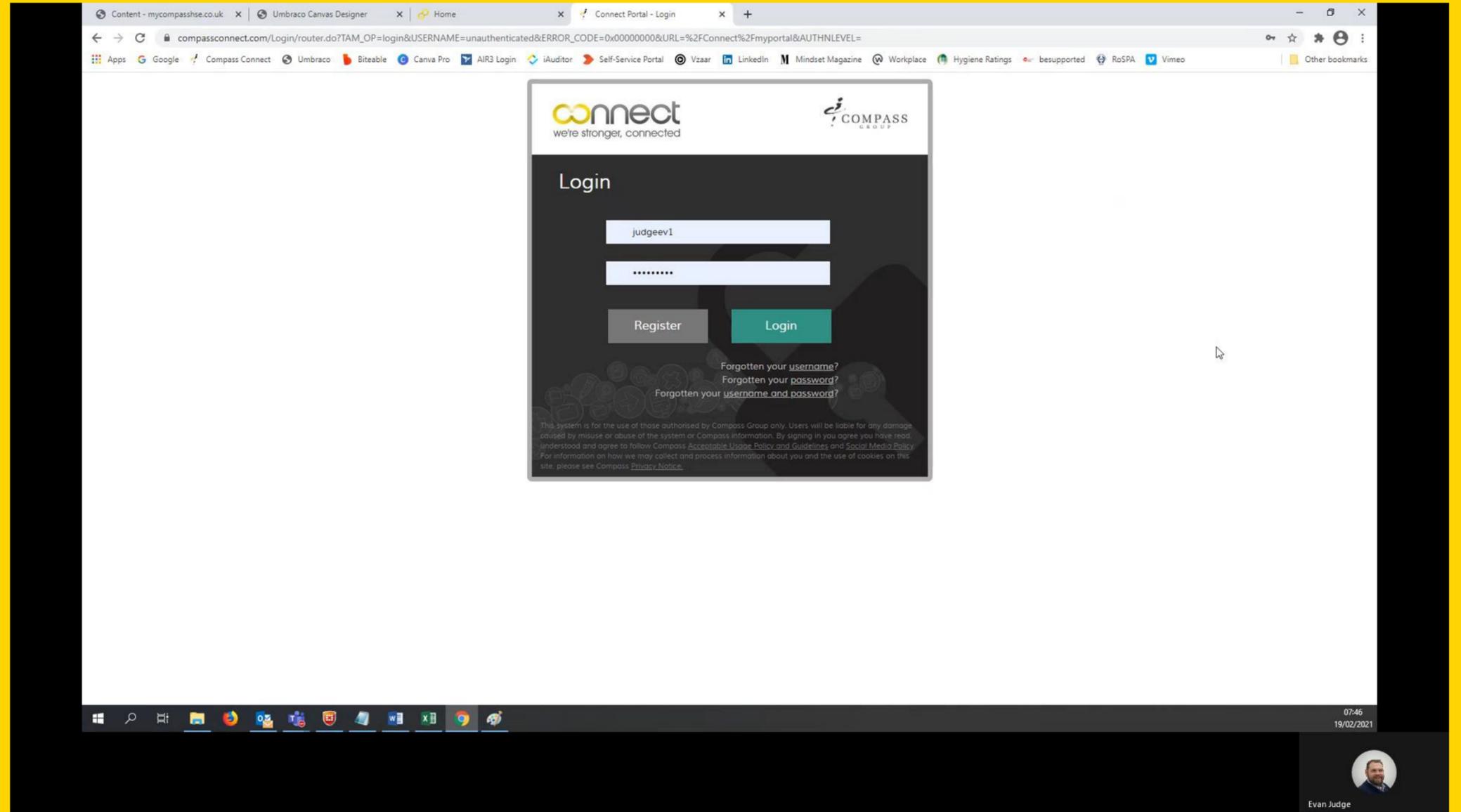
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Accessing The Resources

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Frontline Coaching

This Includes -

- Start With Why?
- What Is Safety Culture
- What Is Important to You (Breakout)
- Everyone Safety Behaviours
- Safety Walks
- What Can Change Today (Breakout)
- Thank you Message (Video)

Tips For Delivering Your Coaching Session

- Deliver the best way for your team!
- Look to make it meaningful and a experience!
- Have a Safety Champion? – Use them!
- Make it yours and share it – lead the way!
- Record it – Attendance and Completion
- Share It! – Take photos and share on Workplace

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Thank You and Good Luck!



COMMUNICATION

SPEAK OUT

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RISK ASSESSMENT

BE MINDFUL

This theme focuses on worksite hazards and how we control them.



INVOLVEMENT

GET INVOLVED

This theme is about being proactive to help keep safety front of mind.