



Values Based Safety

Leading Safety as Value



Darren Sutton MSc (Performance Psych), Senior Partner, RMS

A man wearing a red hard hat, safety glasses, a dark blue jacket, and blue jeans stands in the center of a large, industrial building under renovation. The building has a complex structure with concrete pillars, steel beams, and scaffolding. The floor is wet and reflective. The text "IMPROVING CULTURE" and "ENABLING EXCELLENCE" is overlaid in white, bold, sans-serif font. A white downward-pointing chevron is centered below the text.

IMPROVING CULTURE

ENABLING EXCELLENCE



- Focus on ***Safety Culture, Behavioural Change, Leadership & Performance Improvement***

- Our team is based in **Switzerland, Germany** and the **UK**

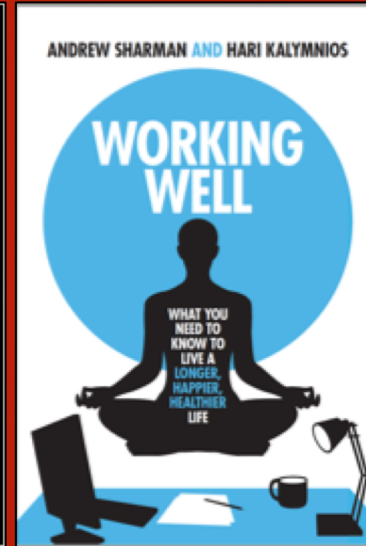
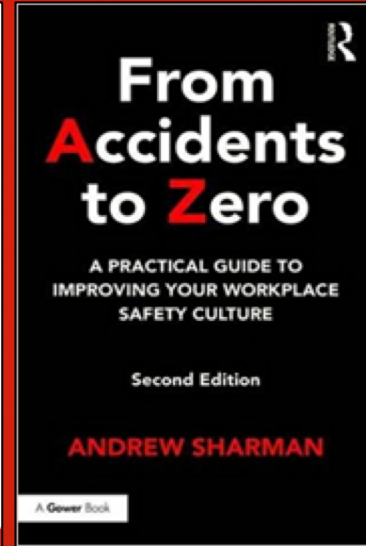
- ***Improving culture and enabling excellence*** for multinational commercial & NGO clients in more than 120 countries

IMPROVING CULTURE

ENABLING EXCELLENCE



Evidence-based, action-driven





From Accidents to Zero

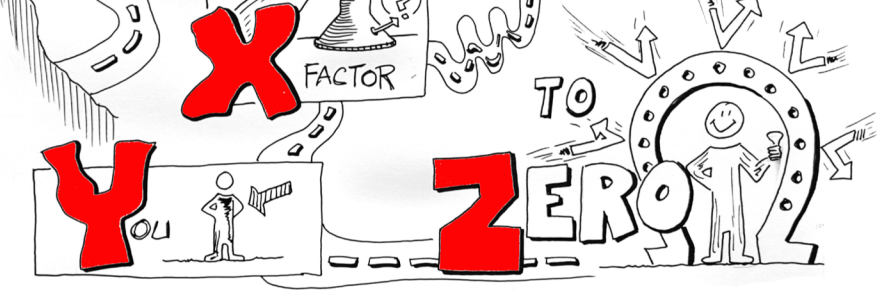
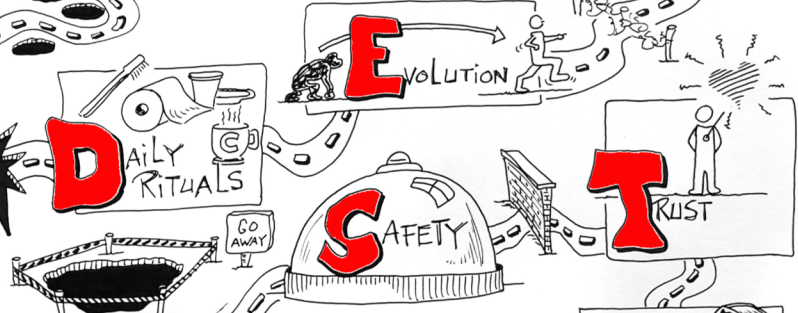
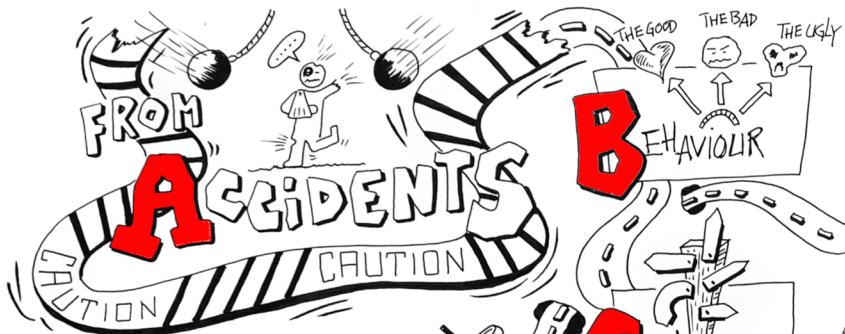
A Practical Guide to Improving Your Safety Culture

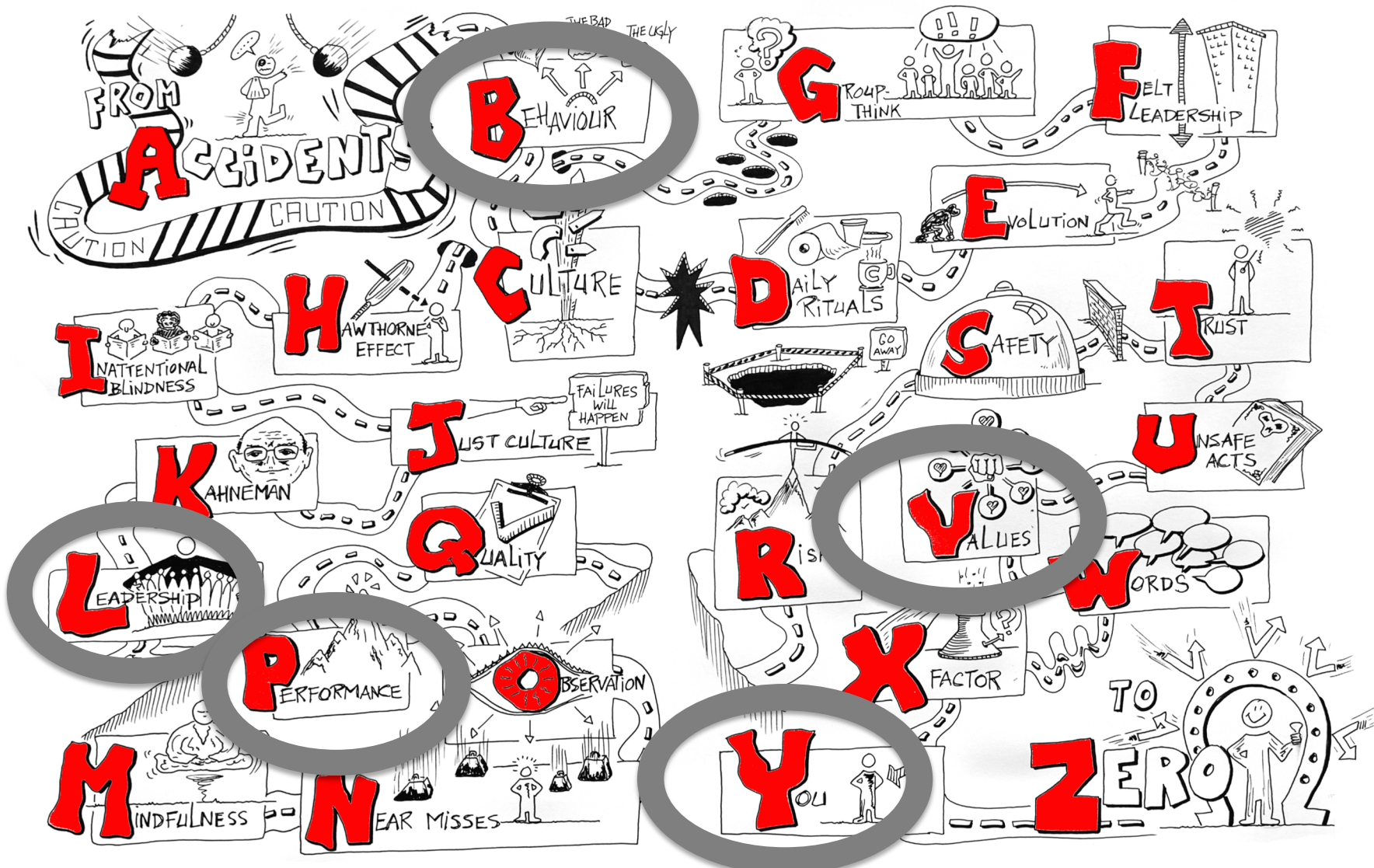
26 chapters including: *Behaviour, Leadership, Engagement, Motivation, Culture* and more!

Over **80 ideas** to drive immediate improvement

www.fromaccidentstozero.com







Some underpinning concepts



**SAFETY
FIRST**

BUT!

PERO!

OUR AIM

MAIS!

MAS!

ZERO ACCIDENTS

ABER!



If only everyone would just follow

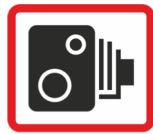
THE RULES











ABC Analysis

— A —

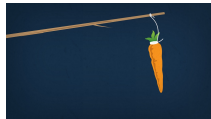
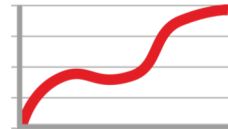


DRIVER TRAINING



— B —

— C —







ABC Analysis

— A —

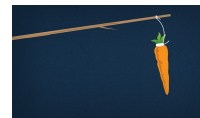
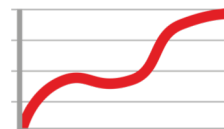
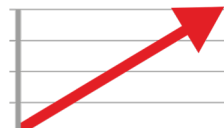


DRIVER TRAINING



— B —

— C —



How do disasters at work happen?



Swiss Cheese Theory



VIOLATIONS

Willfully doing the wrong thing
even though we know
the right thing to do



Swiss Cheese Theory



SLIPS & LAPSES OF CONCENTRATION

Too tired
Distractions
Pressures of work



Swiss Cheese Theory



MISTAKES

Rule based - poor communication

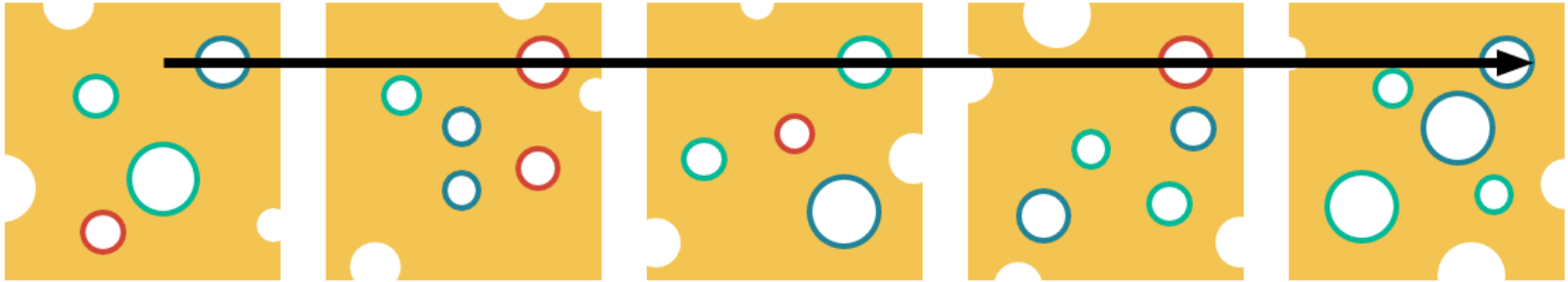
Knowledge based - lack of training



Swiss Cheese Theory



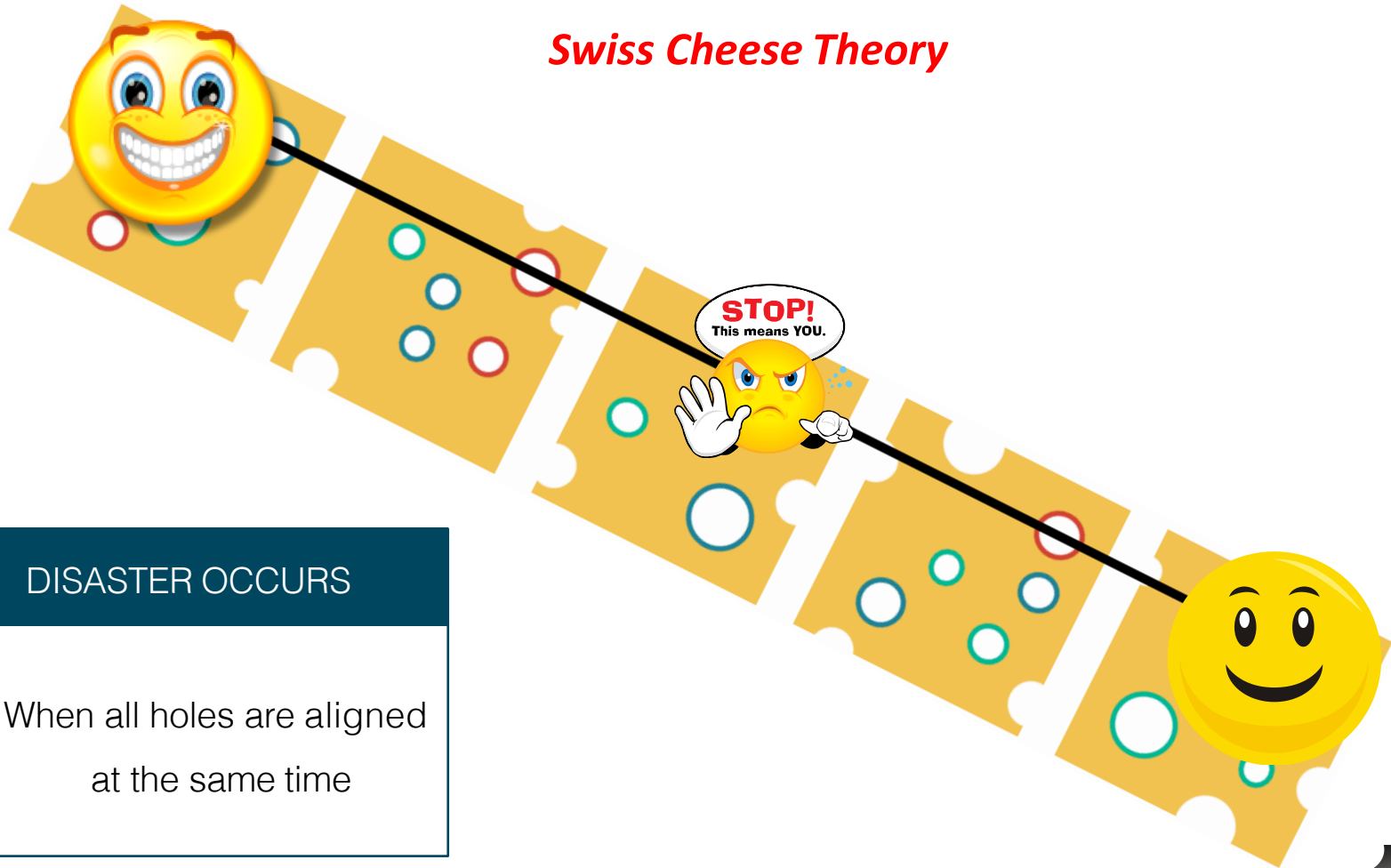
Swiss Cheese Theory



DISASTER OCCURS

When all holes are aligned
at the same time

Swiss Cheese Theory



DISASTER OCCURS

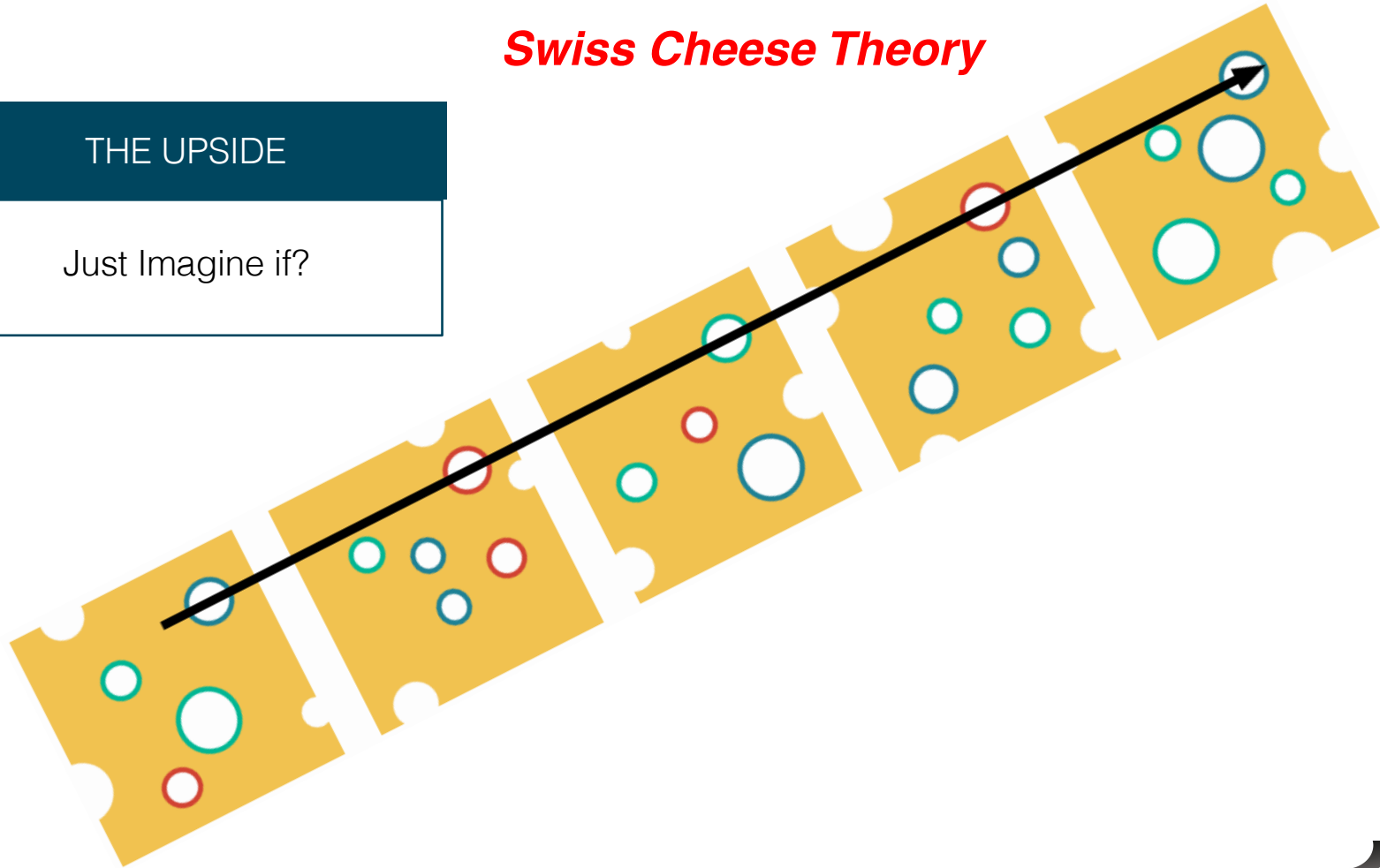
When all holes are aligned
at the same time



Swiss Cheese Theory

THE UPSIDE

Just Imagine if?



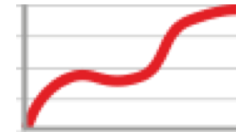
ABC Analysis

—A—



—B—

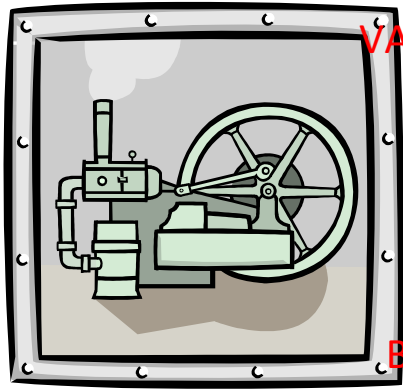
—C—





- ← See
- ← Hear
- ← Feel
- ← Smell
- ← Taste

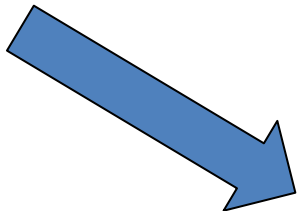
All
External
Experiences



VALUES

Attitudes

BELIEFS



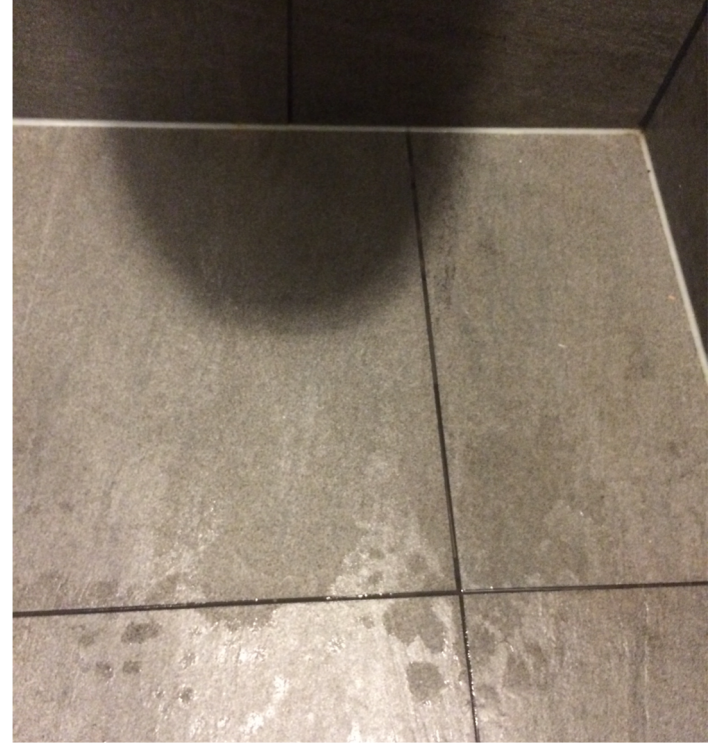
BEHAVIOUR



One day in Amsterdam...



Toilet 1



Toilet 2



?



Our Culture

Where are we just now? Fighter Pilot or Surgeon?



Self Talk and a Growth Mindset

That little voice in our head and how we can reframe it

FIXED MINDSET		GROWTH MINDSET
<ul style="list-style-type: none">• Something you're born with• Fixed	SKILLS	<ul style="list-style-type: none">• Comes from hard work• Can always improve
<ul style="list-style-type: none">• Something to avoid• Could reveal lack of skill• Tend to give up easily	CHALLENGES	<ul style="list-style-type: none">• Should be embraced• An opportunity to grow• More persistent
<ul style="list-style-type: none">• Unnecessary• Something to do when you are not good enough	EFFORT	<ul style="list-style-type: none">• Essential• A path to mastery
<ul style="list-style-type: none">• Get defensive• Take it personally	FEEDBACK	<ul style="list-style-type: none">• Useful• Something to learn from• Identify areas to improve
<ul style="list-style-type: none">• Blame others• Get discouraged	SETBACKS	<ul style="list-style-type: none">• Use as a weak up call to work harder next time



The **ABSENCE** of **ACCIDENTS**
does not mean
the **EXISTENCE** of **SAFETY**



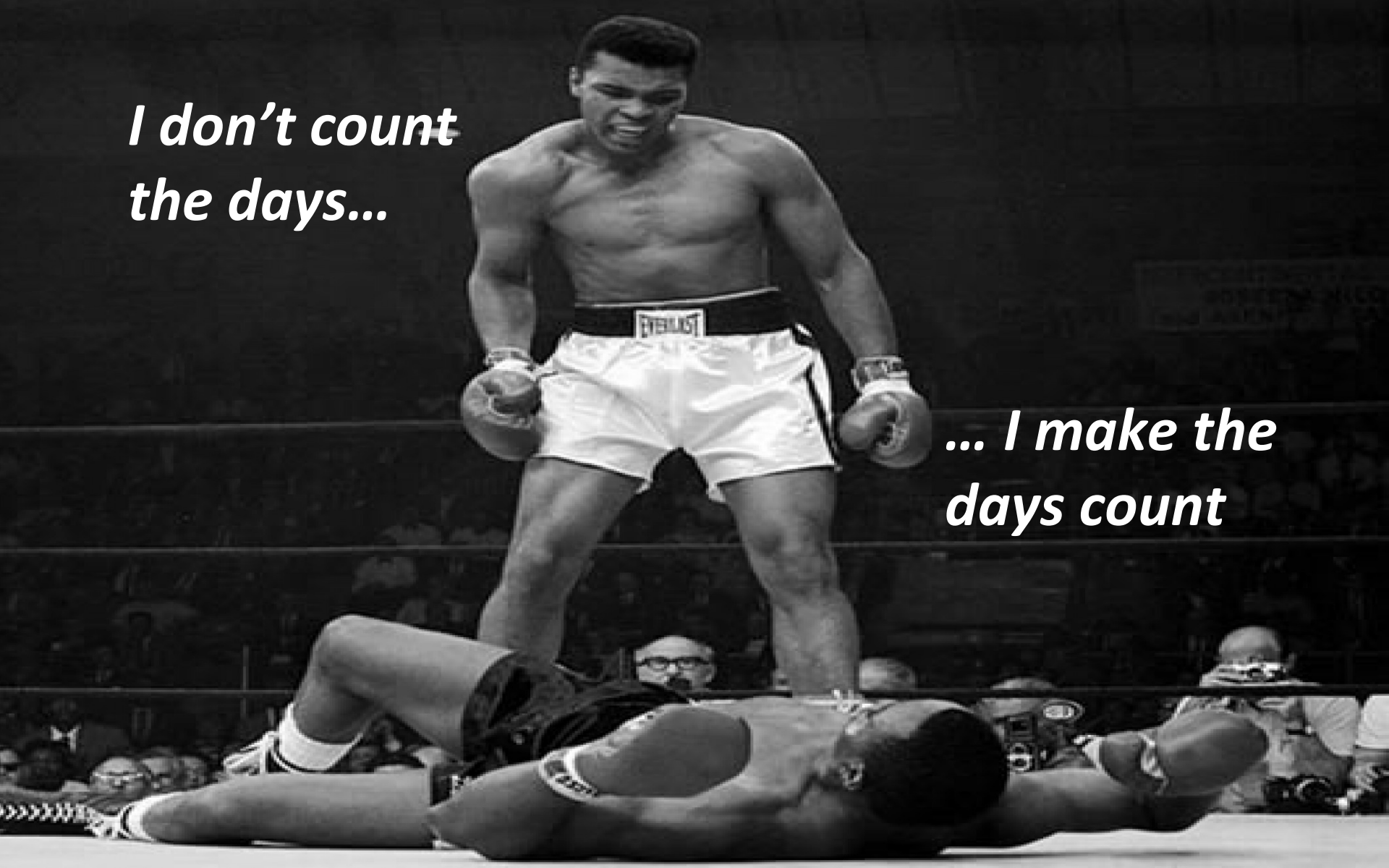


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*I don't count
the days...*

*... I make the
days count*



Just one small question
every day



IOSH Approved Behavioural Safety Leadership Program

Exclusive IOSH Accreditation (ILM pending)
Aimed at your Leaders, Managers & Safety Professionals

Gives tools to shift Mindsets from HAVE to - WANT to and then we're PROUD to

Face to Face

Highly Interactive
2 Day Workshop
Up to 16 delegates

Train the Trainer (3 day)

Online Elearning

PC, Laptop, tablet or
phone
Bite sized chunks
At your own pace

Incorporated into your LMS

Blended Learning

Combination of both
Sustainable Learning

Supplements Corporate
Conferences



@RMarshSharman



IOSH Approved Behavioural Safety Leadership Program

3.1 – Behavioural Change Models

Length: 30 minutes Course Teacher: Darren Sutton Complexity: Intermediate

This lesson will explore some of the ways that behaviour changes. We need to understand this if we want to change people's behaviour in safety.

3.2 – Conscious and Subconscious Thought

Length: 30 minutes Course Teacher: Darren Sutton Complexity: Beginner

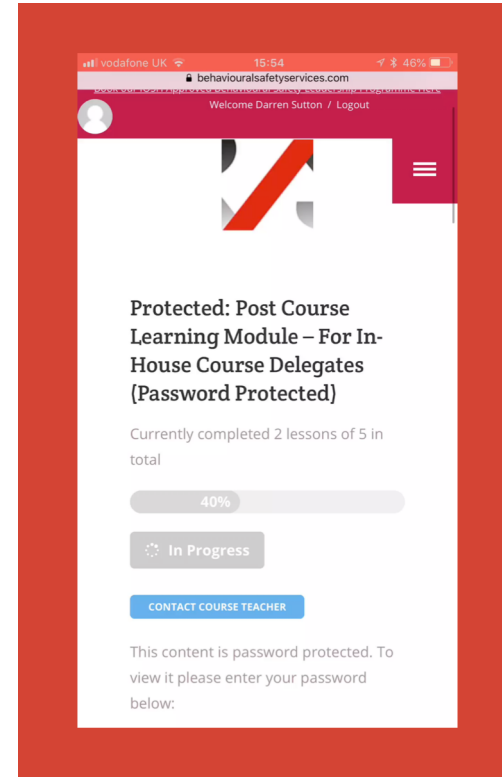
4.2 – The Impact of Language on Behaviour

Length: 15 minutes Course Teacher: Darren Sutton Complexity: Intermediate

The way we communicate can have a huge impact on behaviour. This lesson will look at three key words and how best to deploy them for maximum impact on safety performance

4.3 – Extrinsic Vs Intrinsic Motivators

Course Teacher: Darren Sutton



The screenshot shows a mobile application interface for 'behaviouralsafetyservices.com'. The user is logged in as 'Darren Sutton'. The main content area displays a course titled 'Protected: Post Course Learning Module – For In-House Course Delegates (Password Protected)'. It indicates that 2 out of 5 lessons are completed, with a progress bar at 40%. There is an 'In Progress' indicator and a 'CONTACT COURSE TEACHER' button. A password protection notice is visible at the bottom.



@RMarshSharman



Thank you



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🌐 www.RMSswitzerland.com