

Commitment-Based Safety



Transforming a Culture

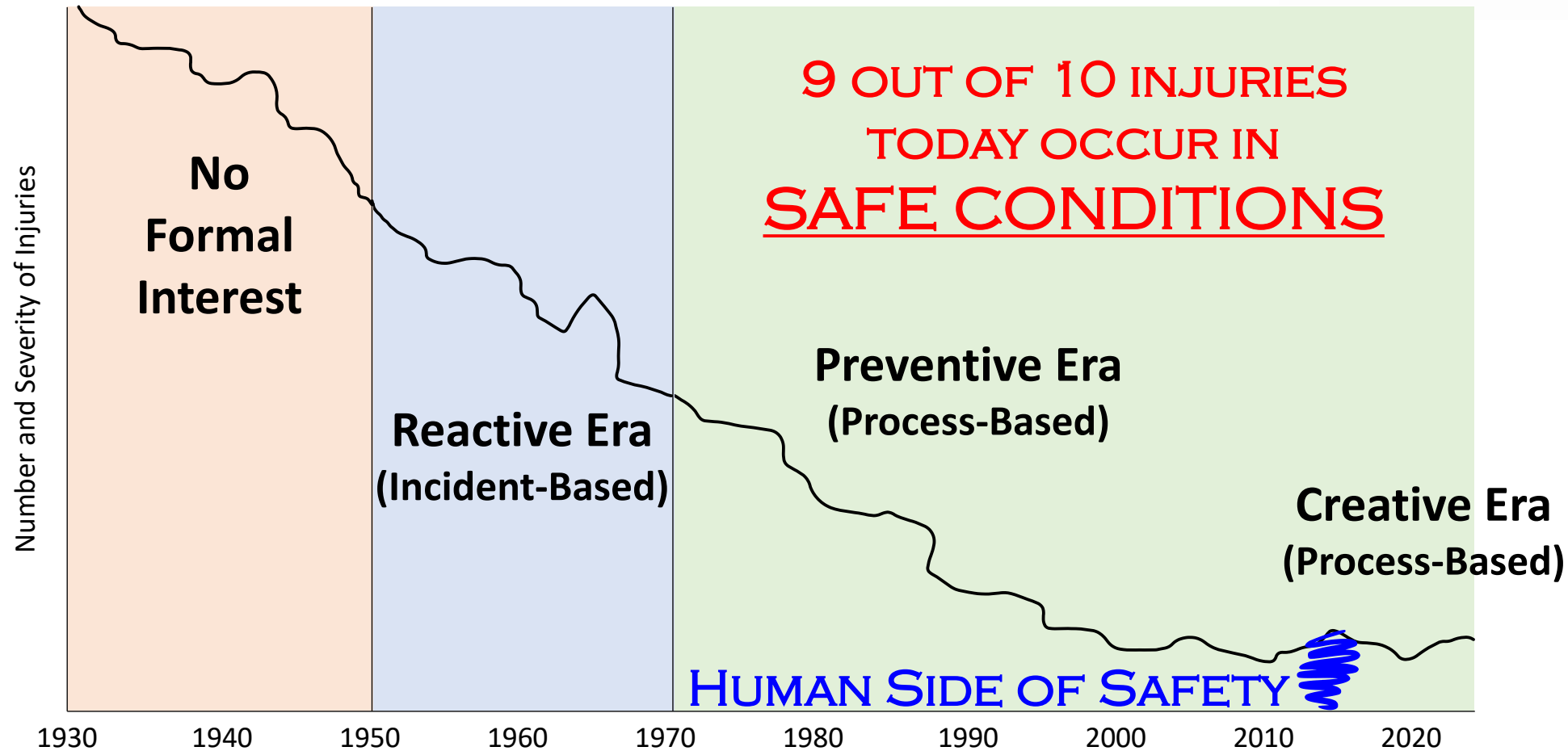


Why do we want our people to follow the safety rules?

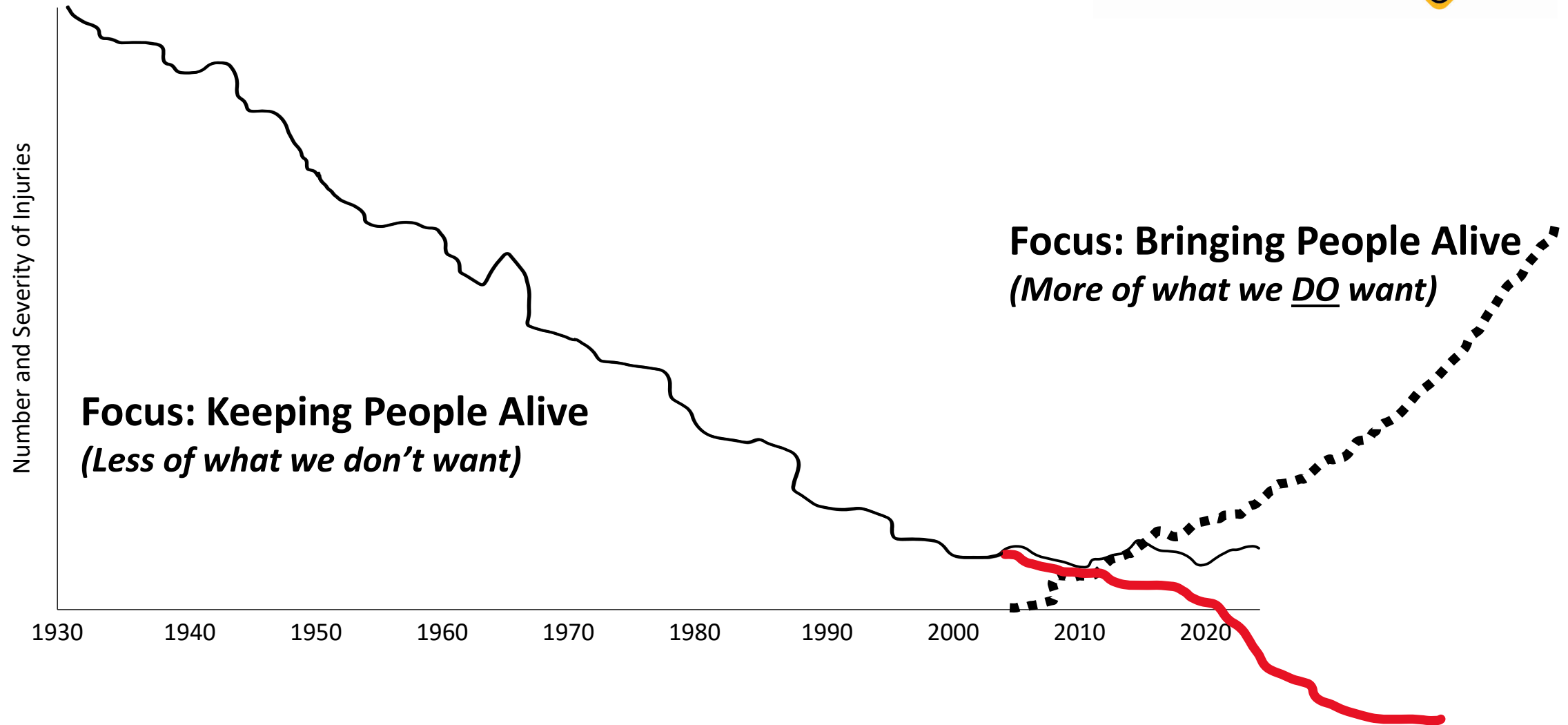


Because we want them to go home at the end of the shift in at least the same condition they were in when they reported to work.

Evolution of Safety



Creative Era of Safety



The Dilemma



Compliance

I follow the rules because I have to.

VS

Choice

I follow the rules because it is the right thing to do.

Technical vs Adaptive



Every organization faces 3 types of challenges:

- 1. Technical – We know the question and the answer.**
- 2. Adaptive¹ – We know the question but don't know the answer.**
- 3. Adaptive² – We don't even know the question.**

Technical vs Adaptive



**Elimination of injuries in the workplace
is an ADAPTIVE CHALLENGE that cannot
be solved with a TECHNICAL SOLUTION.**

The Integral Approach



Individuals

Groups

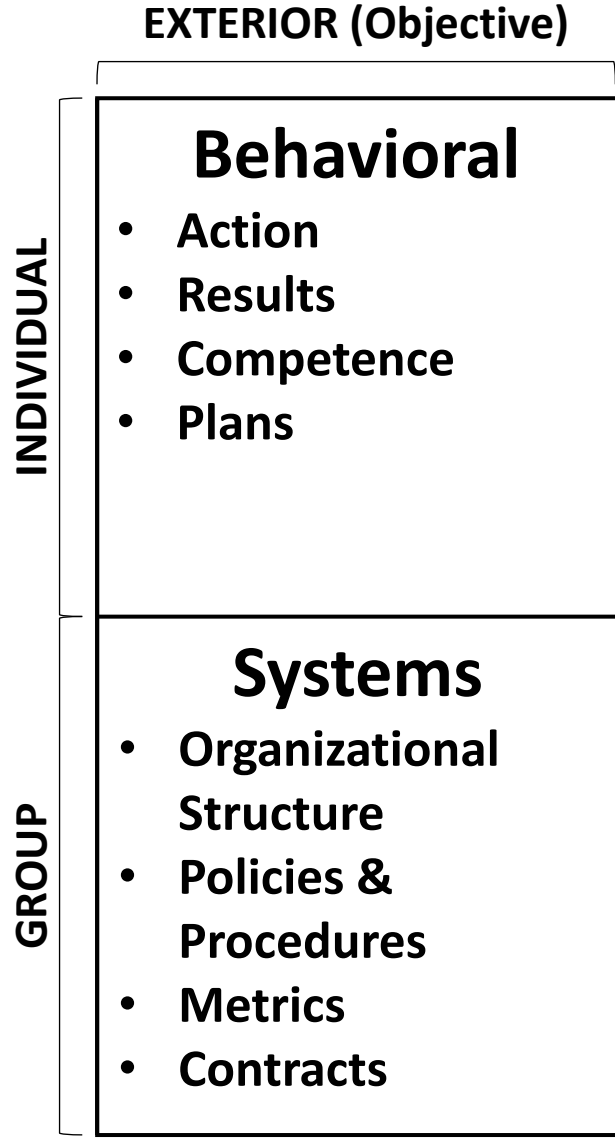
The Integral Approach



Subjective
(Interior)

Objective
(Exterior)

The Integral Approach

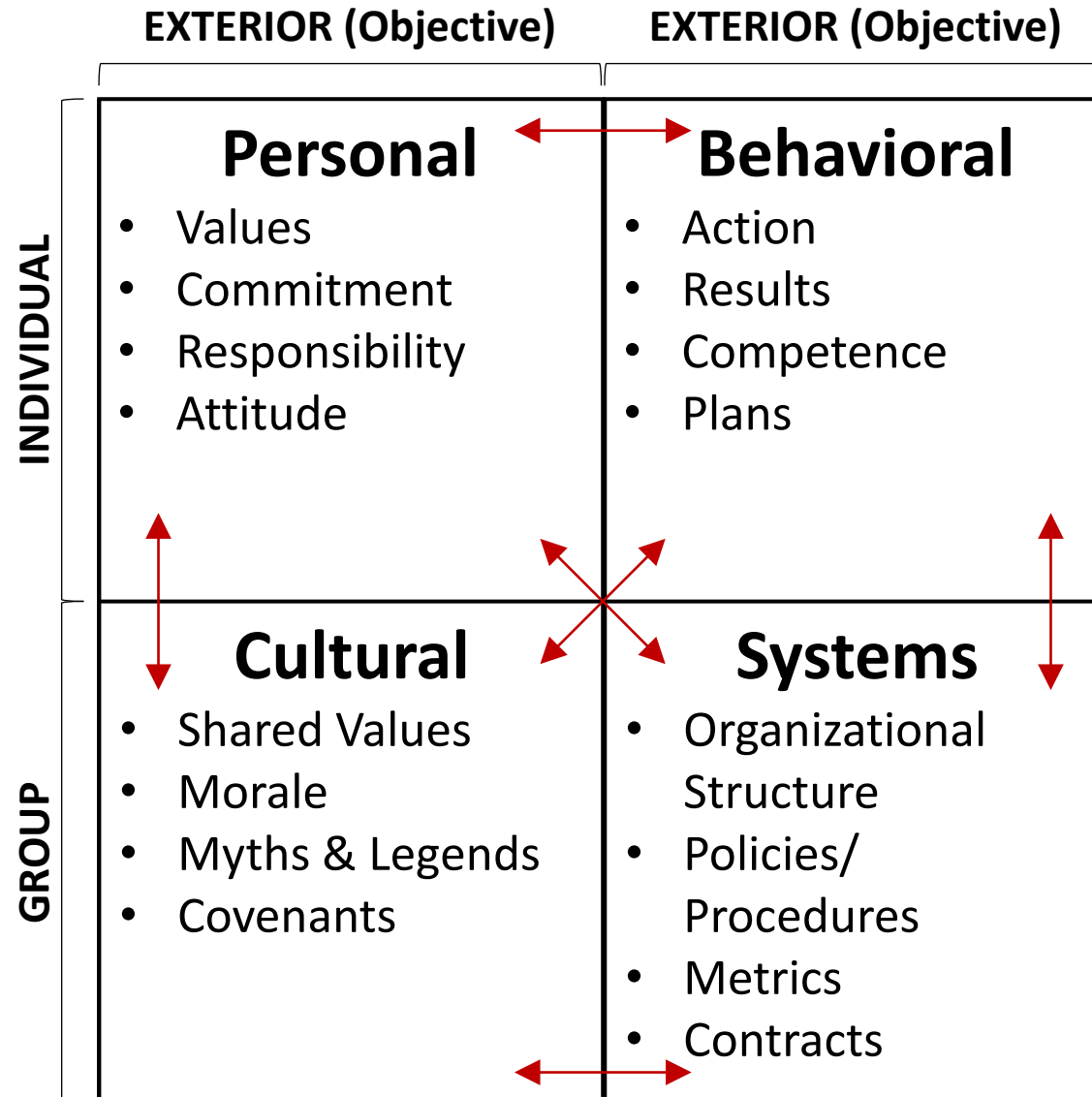


The Integral Approach

	EXTERIOR (Objective)	EXTERIOR (Objective)
INDIVIDUAL	Personal <ul style="list-style-type: none">• Values• Commitment• Responsibility• Attitude	Behavioral <ul style="list-style-type: none">• Action• Results• Competence• Plans
GROUP	Cultural <ul style="list-style-type: none">• Shared Values• Morale• Myths & Legends• Covenants	Systems <ul style="list-style-type: none">• Organizational Structure• Policies & Procedures• Metrics• Contracts



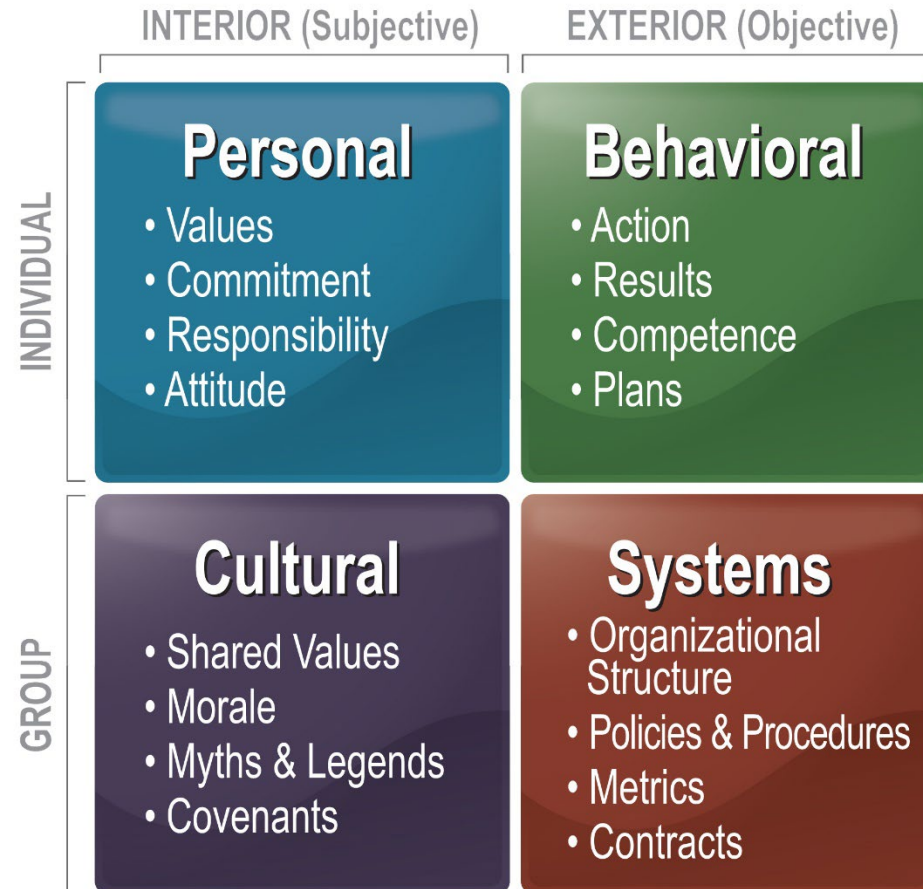
The Integral Approach



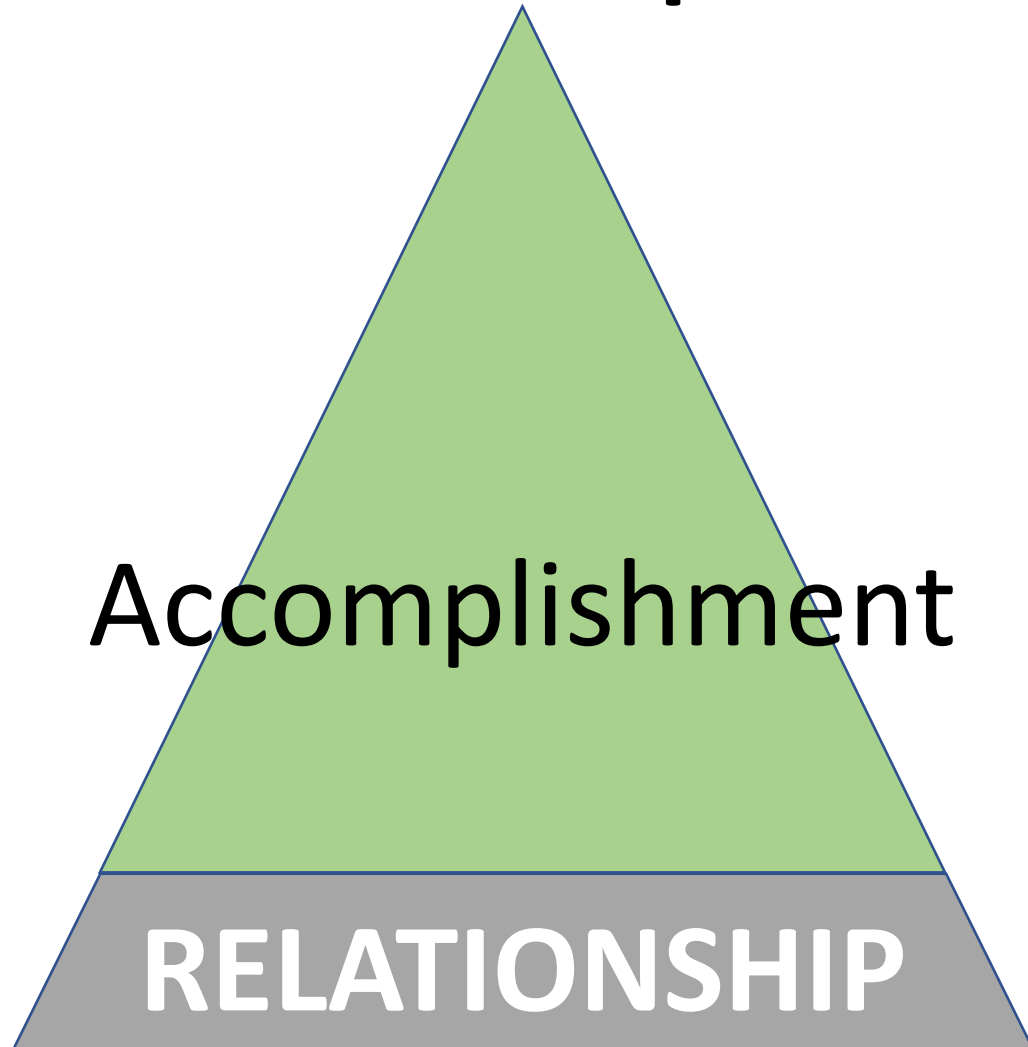
The Integral Approach



JMJ Associates' Integral Approach Model



Relationship is the Foundation of all Accomplishment



Expand the relationship and the opportunity for accomplishment expands proportionately.

Accountability

