# Commitment-Based Safety

# Transforming a Culture





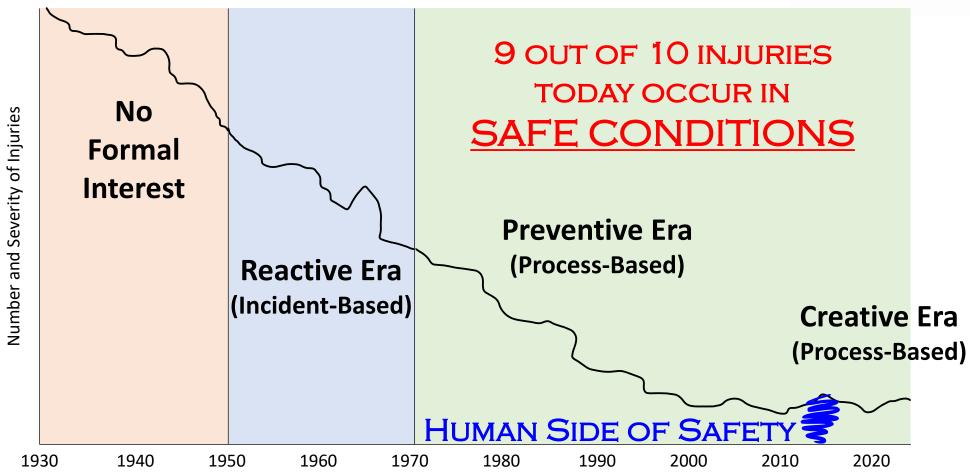
## Why do we want our people to follow the safety rules?



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.

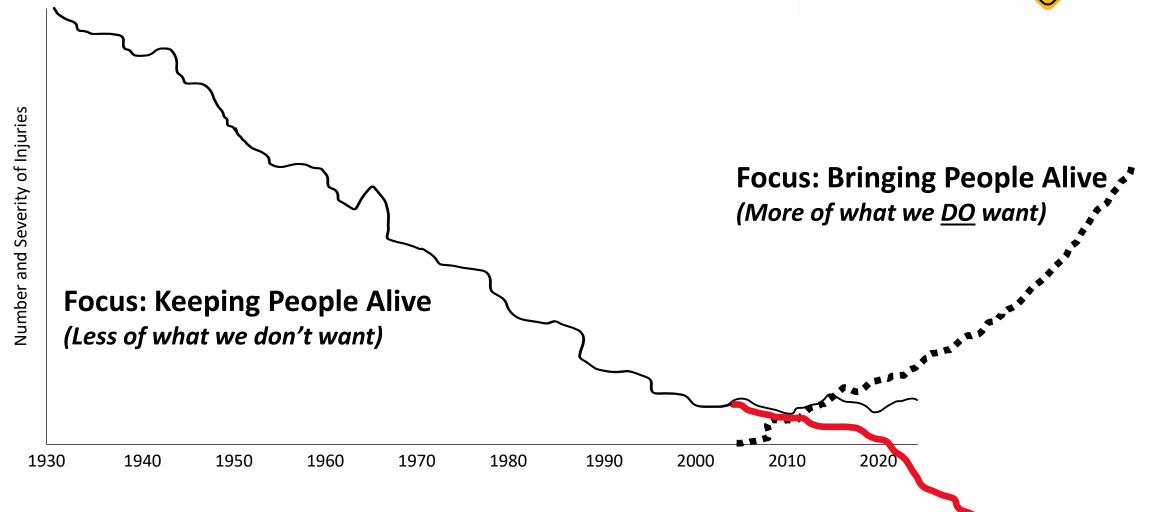
## **Evolution of Safety**





## 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. Adaptive<sup>1</sup> We know the question but don't know the answer.
- 3. Adaptive<sup>2</sup> 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.



**Individuals** 

Groups



Subjective (Interior)

Objective (Exterior)

**EXTERIOR (Objective)** 

## INDIVIDUAL

#### **Behavioral**

- Action
- Results
- Competence
- **Plans**

## GROUP

#### **Systems**

- **Organizational Structure**
- Policies & **Procedures**
- Metrics
- **Contracts**



**EXTERIOR (Objective)** 

**EXTERIOR** (Objective)

INDIVIDUAL

#### Personal

- Values
- Commitment
- Responsibility
- Attitude

#### **Behavioral**

- Action
- Results
- Competence
- Plans

GROUP

#### **Cultural**

- Shared Values
- Morale
- Myths & Legends
- Covenants

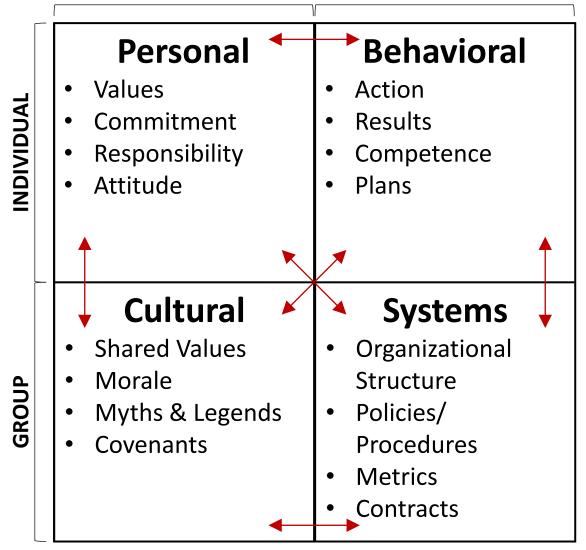
#### **Systems**

- Organizational
  Structure
- Policies & Procedures
- Metrics
- Contracts



**EXTERIOR (Objective)** 

**EXTERIOR (Objective)** 







#### JMJ Associates' Integral Approach Model

**INTERIOR** (Subjective) **EXTERIOR** (Objective) **Behavioral** Personal NDIVIDUAL Values Action Commitment Results Responsibility Competence Attitude Plans Cultural **Systems**  Organizational Shared Values GROUP Structure Morale Policies & Procedures • Myths & Legends Metrics Covenants Contracts ©2010-2011 JMJ Associates, LLP. All rights reserved.

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## Relationship is the Foundation of all Accomplishment



Accomplishment

RELATIONSHIP

Expand the relationship and the opportunity for accomplishment expands proportionately.

## **Accountability**



