

# Building Community Not Just a Culture for Safety

Five Key Dimensions to Sustainable World-Class Safety Performance



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**ZERO-Incident Safety™**  
*Evolve Your Mindset, Align Your Leadership... Experience Extreme Success!*



# Evolving

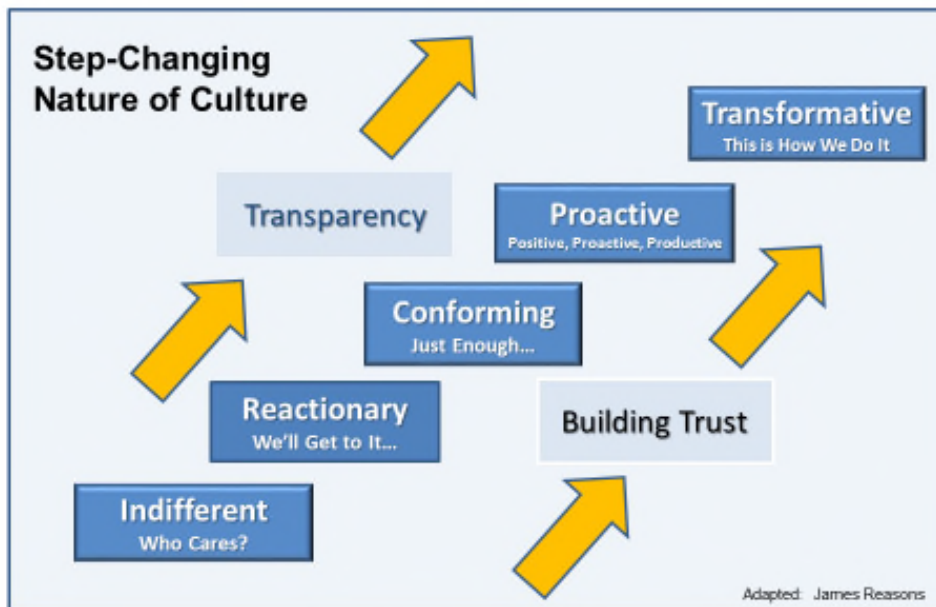


Dependent	In-Dependent	Collaborative
“Build Up the Building” Engineer out the Hazards	“Build Up the Person” Educate Individuals	“Build Up the Community” Educate the Team
People are Expendable	People are a Resource	Group is Greater
Perceived Impact: Individual	Perceived Impact: Department	Perceived Impact: Organization-Wide
Culture: Authoritative	Culture: Middle of Road	Culture: Collaborative

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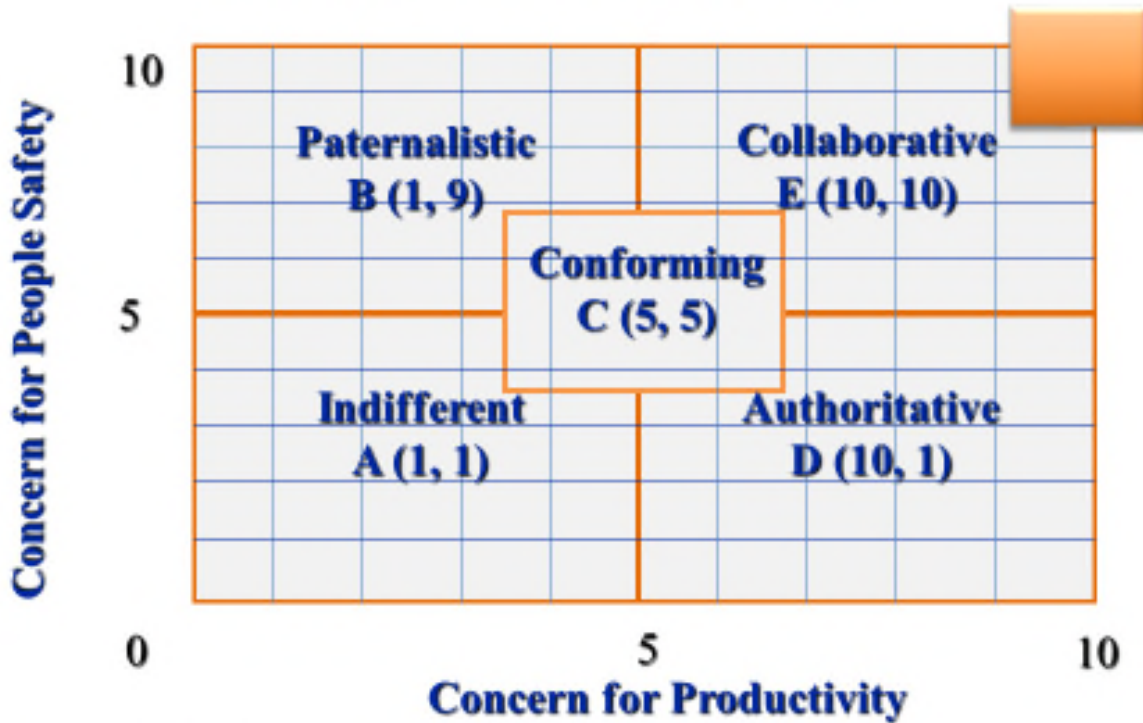


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# Cultural Framework



Adapted from Blake & Nouton

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## How and Where!

### Safety Culture Dimensions

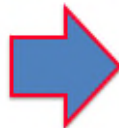
11 Categories

52 – 54 Statements

### Community Dimensions

5 Categories

10 Shared Statements

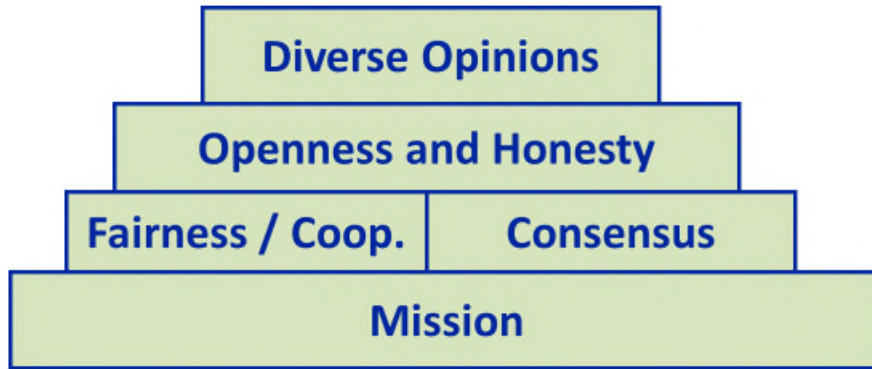


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## Building Blocks of Community



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# 5

## Key Dimensions

1. *Fairness & Cooperation*
2. *Openness & Honesty*
3. *Mission*
4. *Concensus*
5. *Diverse Opinions*

# Building Community is It Worth The Effort?



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## The Pay-Off

### Production-Driven Safety Culture

- **TRIR: 4% Above Industry Average**
- **LDIR: 8% Above Industry Average**

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### High-Performance Safety Culture

- **TRIR: 35% Below Industry Average**
- **LDIR: 27% Below Industry Average**



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### Servant Safety Leaders

Relationship-Bound with Focus on  
Turning Followers into Safety Leaders



### Transformational Safety Leaders

Relationship-Oriented with  
Focus on Organizational Goals



Increasing  
the Probability  
of Creating and  
Sustaining a  
High-Performance  
Culture for Safety

### Transactional Safety Leaders

Task-Driven – Get it Done –  
Relationships are Unimportant



## What Types of Safety Leaders Do You Have?

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## Sum it Up



- Characterize Your Culture
- Measure and Assess Key Dimensions of “Community”
- Leadership Must Match
- Monitor with Upward Feedback
- Have a Plan
- Watch – Get ‘Em to Raise Their Hands!

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