

# Safety Culture Transformation

***“Culture is a determining factor for safety performance and contemporary leaders are taking proactive steps to understand and manage the people risks and culture they co-create”***

## **SAFETY CULTURE DIAGNOSTIC & TRANSFORMATION**

Insight to Influence’s safety culture research and improvement program marks a step-change in how safety culture is assessed and transformed.

Our psychologists integrate traditional scientific research methods and independent assurance activity with real-time process observations and a systemic lens across all of the data. This rigorous approach to culture diagnostics reveals meaningful insights that enable leaders to align and influence investment decisions with targeted improvement strategies based on empirical evidence.

We have a proven record assisting clients to actively engage their workforce with the safety imperative and lift safety performance by transforming their culture.

## **EVIDENCE BASED OUTCOMES**

Insight to Influence’s disciplined program evaluation processes have demonstrated tangible value and direct correlations with improved safety performance for our clients including:

- Elevates the profile of safety and trust in the leadership
- Reduces risk taking and number of incidents
- Improves reporting and compliance rates
- Lifts employee engagement, operational accountability and proactive participation
- Increased collaboration, problem solving and fit for purpose solutions
- Shared learning from incidents and observations

***“We all make choices – yet in the end, our choices make us”***

“The insights and impact of the safety culture assessment was a valuable baseline that steered our improvement journey. Contact Energy continues to advance its safety performance year-on-year with transformational change that exceeds my expectations.”

— Dennis Barnes, CEO, Contact Energy

“I found the work to be leading edge and the insights invaluable and real. They enabled more effective strategies to be implemented.”

— Paul Zealand, CEO, Origin Energy

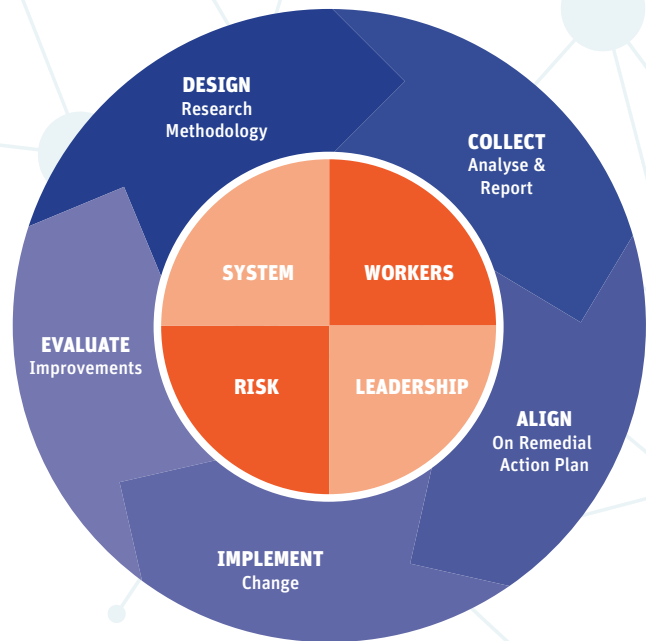
### IMPROVEMENT INTERVENTIONS

A comprehensive safety culture diagnostic marks the beginning of the improvement journey with evidence based targets for change. Depending on the diagnostic report findings, our senior specialists support your transformation with interventions such as:

- Leadership alignment
- Policy and strategy development
- Safety leadership program
- Frontline leadership program
- Role coaching and peer learning groups for the Health and Safety community
- Incident learning teams
- Competency frameworks, training and assurance
- Systems and process improvement

### PROCESS OVERVIEW

Our final approach is developed in collaboration with you. We can partner with your internal resources or independently manage the end-to-end program of work. You may select all or part of our offering including a qualitative and quantitative culture diagnostic, leadership alignment and strategy development, solution design, implementation, evaluation and the transfer of skills to your people.



*Insight to Influence is an organisational development consulting firm that works holistically to improve business performance across three pillars of transformation: People, Technology and Processes.*

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*Curious? Call us for a no obligation program overview.*