

Pozniak Safety Associates Inc. & The Safety Solutions Group (Australia)

Presents a 1 Day Workshop

SAFETY, CULTURE and RISK: *Creating a Mindful Organization*

Organisational culture is one of the key factors of why companies fail to recognize the warning signs prior to workplace accidents.

Professor Andrew Hopkins' extensive research and his book "Safety, Culture and Risk" forms the basis of this workshop and has been designed to help management address the shortfalls of traditional organisational mindset and make the necessary steps towards being "mindful" and proposes key necessary steps towards being "mindful" by covering the areas of: High reliability organisations, collective mindfulness, group think, reporting systems, and due diligence.



You will take away:

- A full day of entertaining information that you can use back at your workplace.
- The Participants work-book complete with Exercises/Checklists/Forms and a range of "Actions" to take back with you.
- CD with the facilitators notes, handouts & the PowerPoint presentation so that you can deliver some or all of this Workshop within your workplace.

This workshop can be customized to meet the specific needs of your organization and can be conducted on your site or at a venue of your choice.

**With International Speakers & Safety Professionals
Eldeen Pozniak and Paul Pascoe**

Pozniak Safety Associates Inc. office.

Saskatoon, SK S7H 0W2. Phone: (306) 373-1444 Fax: (306) 373-1503
info@pozniaksafety.com or eldeen@shaw.ca

SAFETY, CULTURE and RISK Creating a Mindful Organization Workshop Description

Background

The Safety Solutions Group in conjunction with Futremedia and Professor Andrew Hopkins has developed this interactive training workshop, which is based on his extensive studies and research.

Professor Andrew Hopkins is considered one of the world's foremost constructive critics on Occupational Health & Safety. He has written extensively on OH&S issues, including two books Lessons from Longford and Safety, Culture and Risk. He has conducted lectures for organizations such as BHP, Shell, Conoco Phillips, the Offshore Petroleum Safety Conference, Origin Energy, Queensland Alumina, and the Australian Defense Force Academy.

Purpose and Design

It has been designed to help management address the shortfalls of traditional organizational mindsets and designed to give managers the tools to significantly improve management of Occupational Health & Safety Risks in their organization.

It proposes critical steps towards being "mindful" by covering the areas of: High reliability organisations, collective mindfulness, group think, reporting systems, and due diligence.

The workshop discusses "cultures of denial" and ways they prevent organizations from picking up the warning signs that are always present prior to accidents. It proposes that such cultures must be overcome if organizations are to become truly "mindful".

It emphasizes the need for reporting systems that will pick indicators of danger and it stresses that management must carefully consider the sorts of things that need to be reported and find ways to encourage such reports.

The workshop also discusses ways in which management can be made more effectively accountable for the way they respond to reports.

Outcomes

This workshop is suitable for Strategic Decision Makers, Safety Managers, Managers from middle to senior level, Plant Managers and Risk Managers and has been designed to help management address the shortfalls of traditional organizational mindsets and designed to give managers the tools to significantly improve management of Occupational Health & Safety Risks in their organization.

Pozniak Safety Associates Inc. office.

Saskatoon, SK S7H 0W2. Phone: (306) 373-1444 Fax: (306) 373-1503
info@pozniaksafety.com or eldeen@shaw.ca

SAFETY, CULTURE and RISK

Creating a Mindful Organization

Workshop Program

Workshop Process

The workshop is structured to provide a learning environment through listening to Professor Hopkins on short video clips as he analyses the complex interactions.

At strategic points your facilitator will then engage you in discussion and debate regarding the issues raised which will then lead to identifying actions you need to take in your organization.

The participant's notes provided are formatted around the dialogue of Professors Hopkins from the video and to allow you to record your response to the workshop activities.

A summary of the key points of the dialogue is provided prior to each activity.

Content

- Opening
- HRO's and Collective Mindfulness
 - High Reliability Organizations
 - Collective Mindfulness
- Culture of Denial – Beliefs
 - First Belief: It can't happen here
 - Second Belief: Intermittent signs
 - Third Belief: Normalize evidence
 - Fourth Belief: Onus of Proof
- Culture of Denial - Group Think
- Reporting System
 - Reporting Systems
 - Response to Warning signs
 - Features of a Reporting System
- Summary of Program
 - Development of Action Plans
 - Conclusion

Overall Outcomes

- This workshop will assist participants in be able to describe the elements of a mindful organization so they can apply the processes of a mindful organization
- The workshop will assist you and your organization in identifying improvement areas for their own organization
- It's intended to allow participants to develop a detailed action plan of how to apply the "Lessons Learned" to their own organization.

Pozniak Safety Associates Inc. office.

Saskatoon, SK S7H 0W2. Phone: (306) 373-1444 Fax: (306) 373-1503
info@pozniaksafety.com or eldeen@shaw.ca

SAFETY, CULTURE and RISK Creating a Mindful Organization Workshop Presenters



Eldeen E. Pozniak BA, BSc, CEES, CHSC, CHSMSA, CRSP

Eldeen, a Canadian Register Safety Professional (CRSP), a Certified Health and Safety Consultant (CHSC), and a Certified Health and Safety Management System Auditor (CHSMSA), has a diverse educational background. She has attained both a Bachelor of Arts Degree and a Bachelor of Science Degree at the University of Saskatchewan. Eldeen has completed her Ergonomics Professional Residency Program.

Eldeen is committed to Occupational Health, Safety Concepts and Standards. Eldeen's commitment is demonstrated by her involvement as an advisor and consultant to various industries and Occupational Health and Safety Committees, as well as Government OH&S Capacity Strategic Planning Committees, and as a seasonal lecturer at regional colleges.

It is also shown through her numerous memberships and positions in safety and health related associations such as with the Saskatchewan Safety Council (Industrial Safety Conference Committee), the Canadian Society of Safety Engineering (2006 – President; 2004-2006 - Treasurer/V.P./President elect), and Minerva (Board Member).



Paul Pascoe of Professional Safety Solutions (Australia)

Paul is a very experienced provider of health and safety training, OHS consultancy services and a Professional Presenter.

He has built a successful career on his knowledge and experience spanning over 25 years in this field and has provided these services to business, industry and government across Australia and South East Asia, China and India.

Paul is a:

- Chartered Professional Member of the Safety Institute of Australia
- International Member of the American Society of Safety Engineers.
- Member Canadian Society Safety Engineering

He combines his safety knowledge and experiences with presentation techniques he has learnt from around the world over many years to deliver highly entertaining and dynamic programs.

Other Workshops Available Include:

- **Let Me Entertain You:** The Key to Designing & Delivering Effective Safety Presentations (2 day Workshops)
- **Risk Management – A Managers Guide Risk** (1 & 2 day workshops)
- **Preventing Disaster:** Lessons from Longford (1 day workshops)
- We also have a range of presentations for your next conference.

Pozniak Safety Associates Inc. office.

Saskatoon, SK S7H 0W2. Phone: (306) 373-1444 Fax: (306) 373-1503
info@pozniaksafety.com or eldeen@shaw.ca