

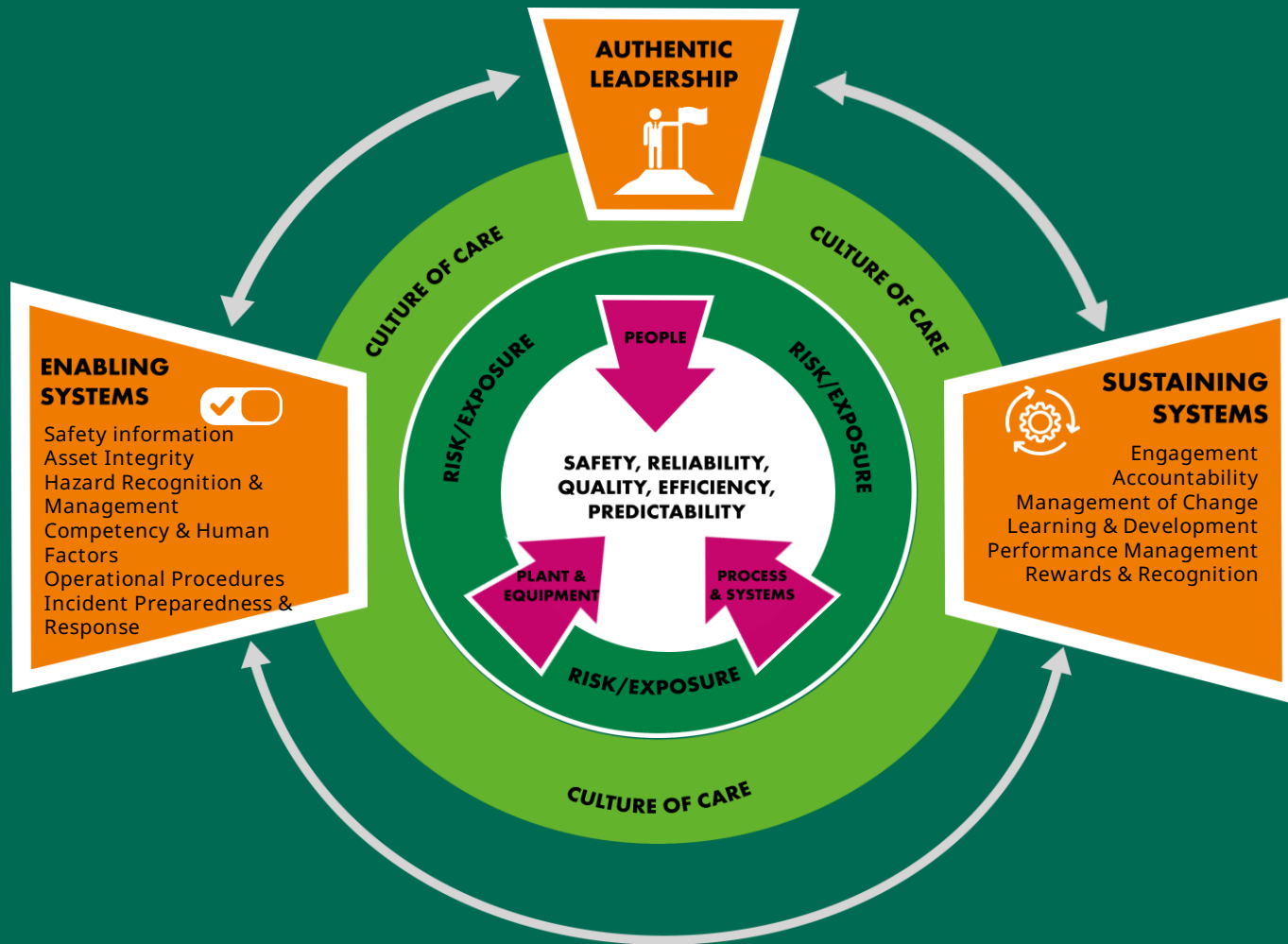
Achieving
Organisational
Success – Leveraging
Data to Manage
Culture and Exposure

Agenda

- Insights into DEKRA
- Foundational Concepts
- Organisational Culture
- Linking Culture to Leadership
- Serious Injury & Fatality (SIF) Prevention



The Safety Ecosystem®

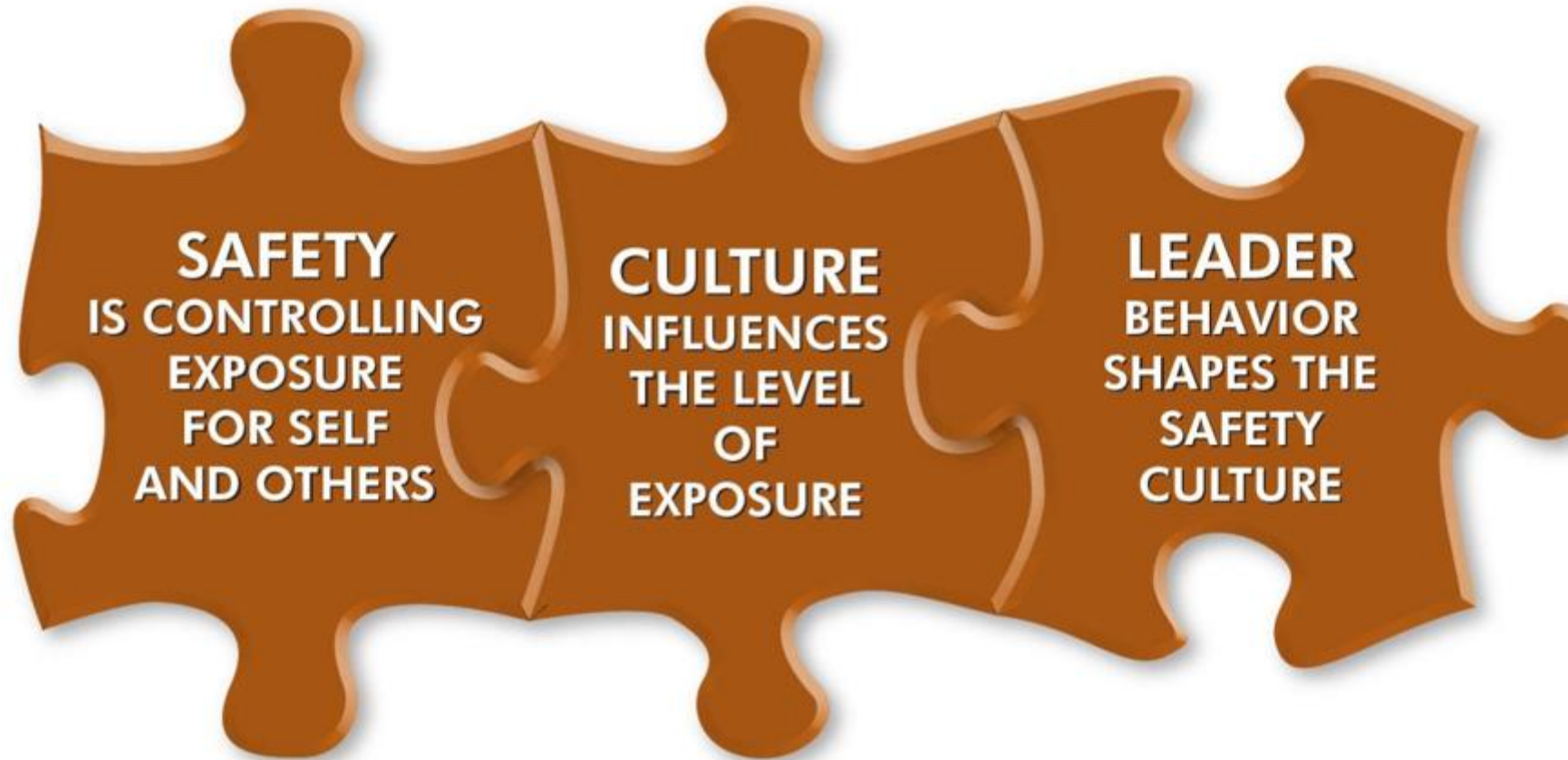


- Organisational Safety & Technical Safety.
- Testing, Assessment, Modelling.
- Consulting, Training, Coaching.

- *Connected & authentic leaders*
- *Engaged & enabled workforce*
- *Safe & sustainable operations*

Foundational Concepts

Cultivating Leadership's Role in Reducing Exposure



Let's Begin with Culture



Culture:

- Common values that drive organisational performance.
- Applies to many areas of functioning.
- “How we do things around here”
- Unstated.
- Background.
- Changes more slowly.

Climate:

- Perceptions of what is expected, rewarded and supported.
- Applies to a specific area of functioning.
- “What we pay attention to.”
- Stated.
- Foreground.
- Changes more rapidly.



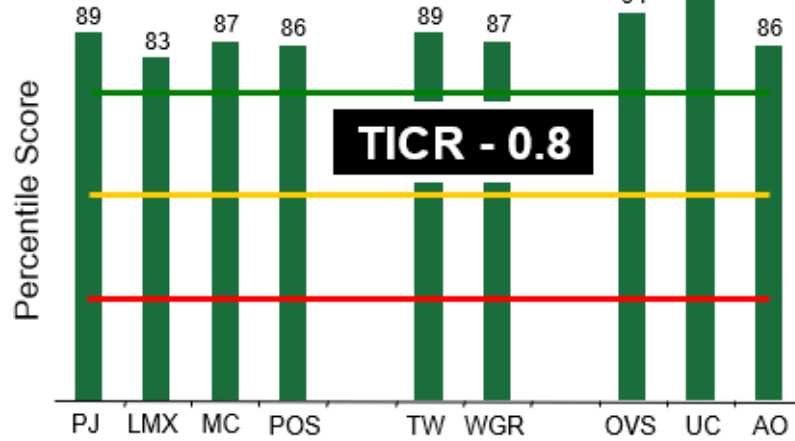
Culture as a Performance Predictor

For Safety...and Beyond



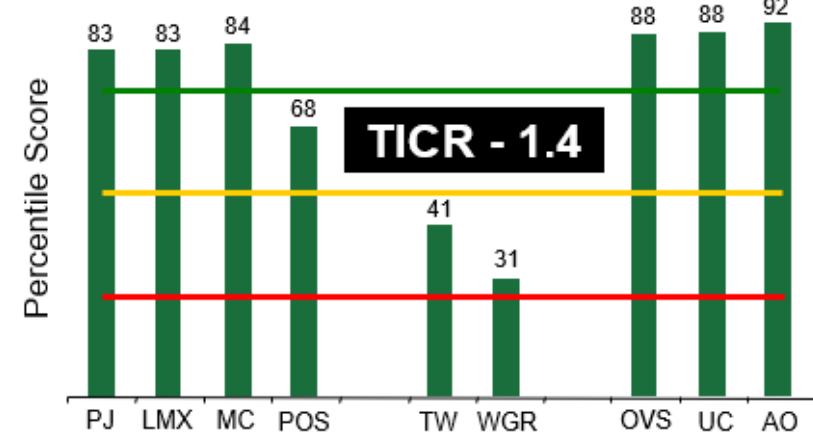
Case Study – Site A

Overall Percentile by Scale



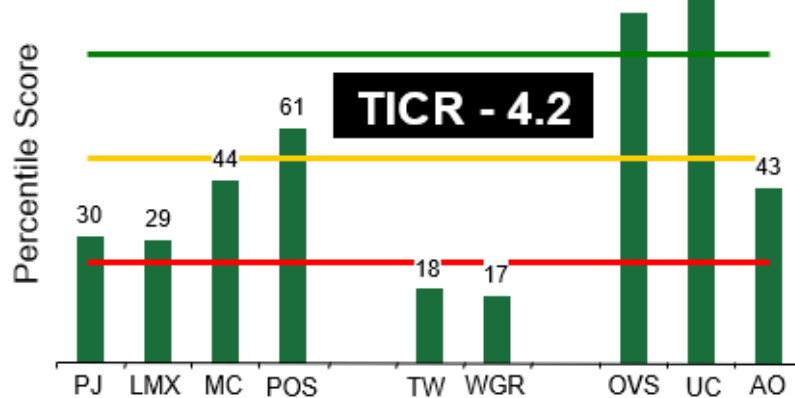
Case Study – Site B

Overall Percentile by Scale



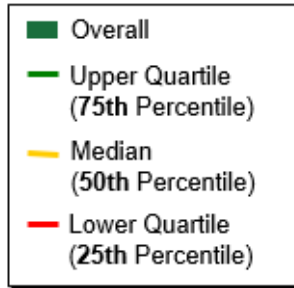
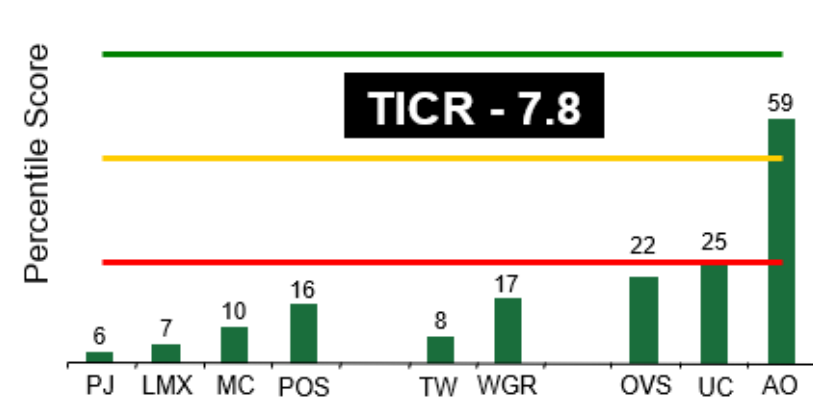
Case Study – Site C

Overall Percentile by Scale



Case Study – Site D

Overall Percentile by Scale



The Sphere of Influence

Leadership Catalyst - Igniting Organisational Transformation

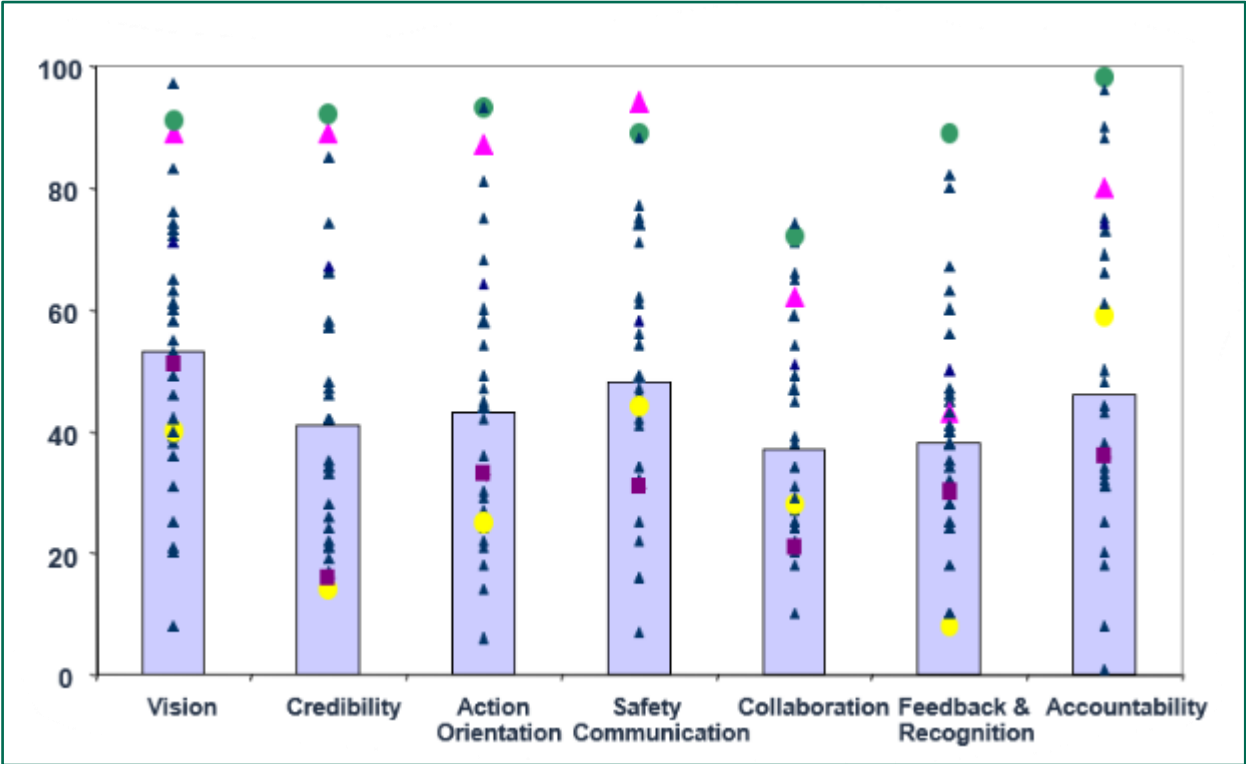


The higher one is in the organisation, the greater their power and influence.

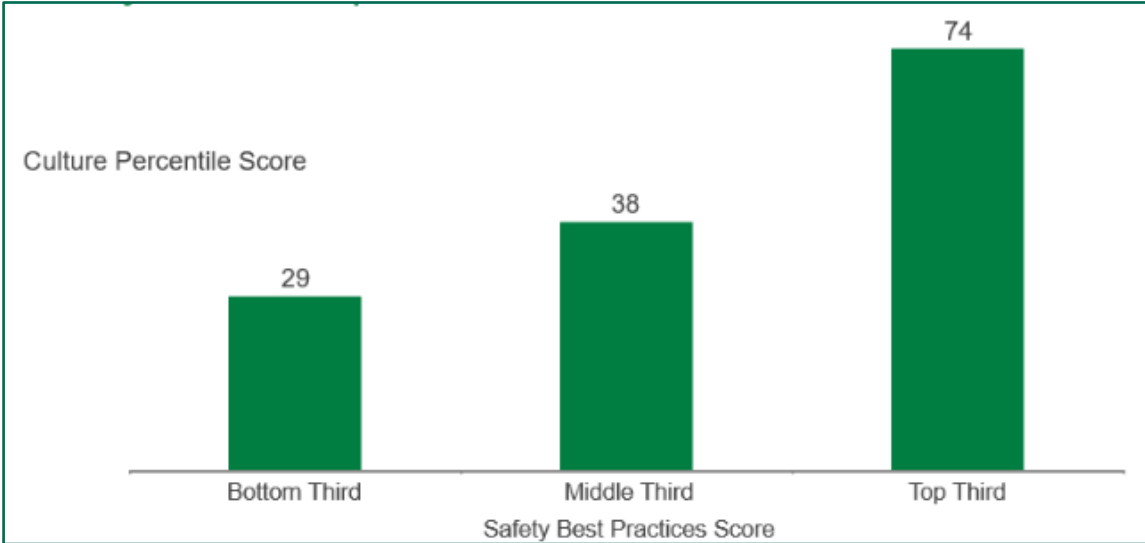
Applying behavioural tools and concepts at the top levels can have a widespread impact. For lasting change, engagement and buy-in from people at all levels are essential, making the application of behavioural safety tools applicable across all levels.



Leaders Behaviours in Safety, Predicts Culture!



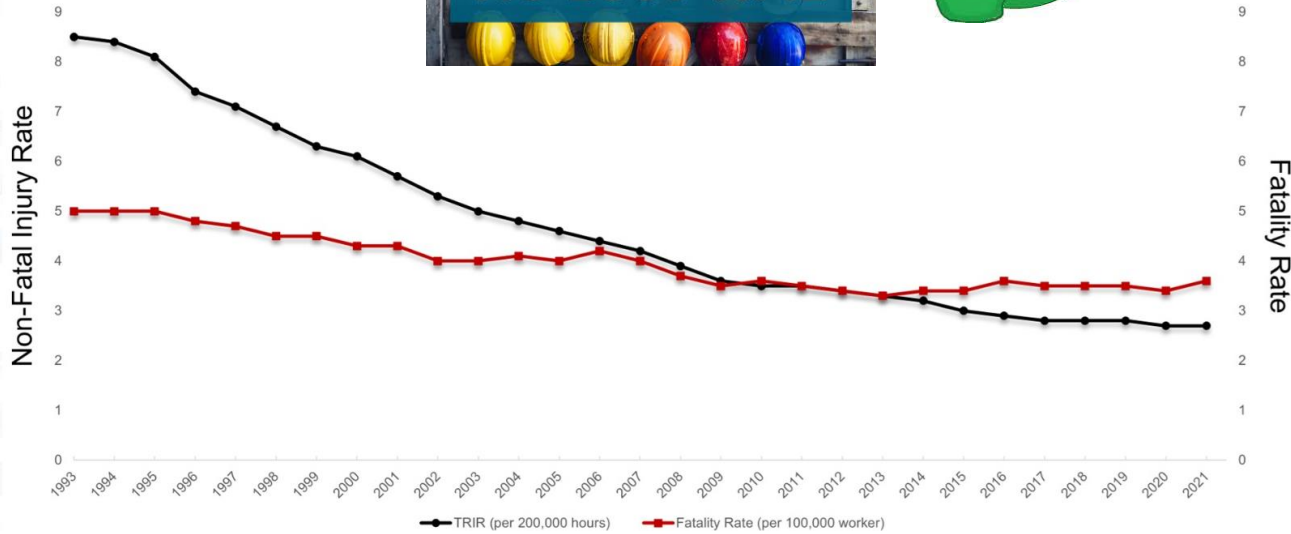
Individual and Aggregate Results from DEKRA's LDI - from 27 Global CEO's



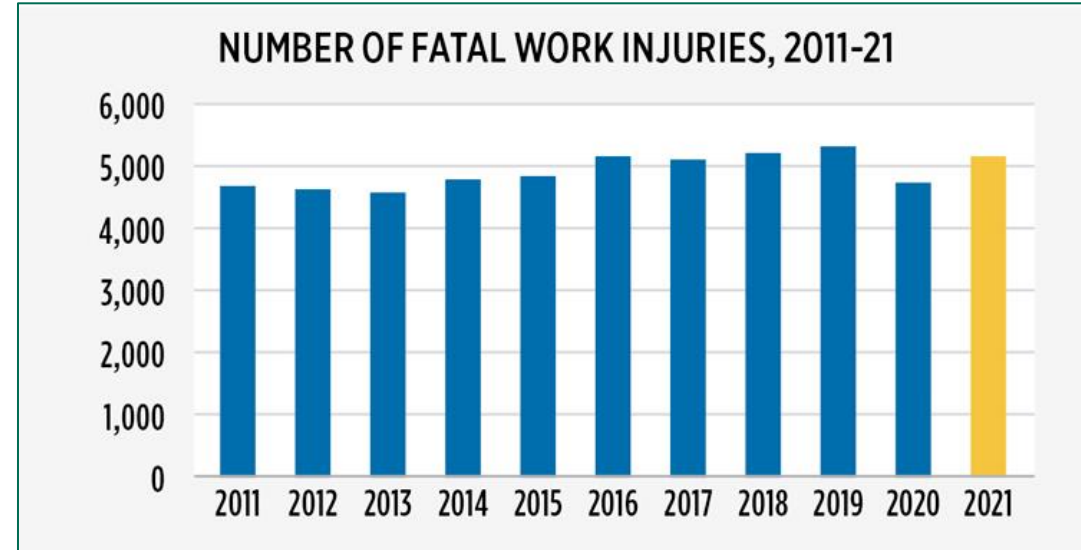
High Best Practices = Stronger Culture

Serious Injury & Fatality (SIF) Prevention

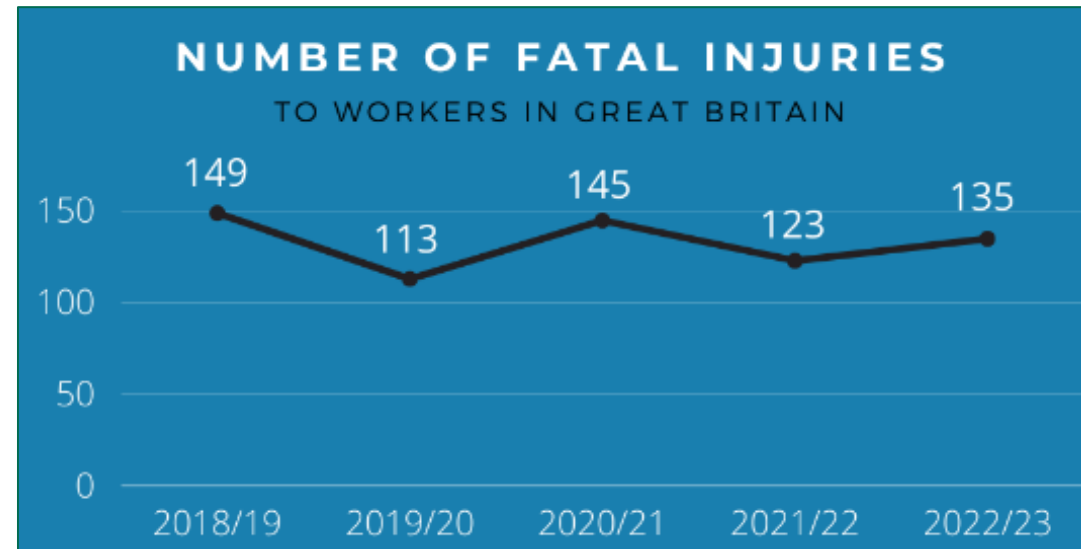
Focus on Incidents that Truly Make a Difference



Source: Bureau of Labor Statistics, Fatal Occupational Injuries in 2021



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Source: HSE 2022/23 fatality statistics

Traditional Safety Triangle

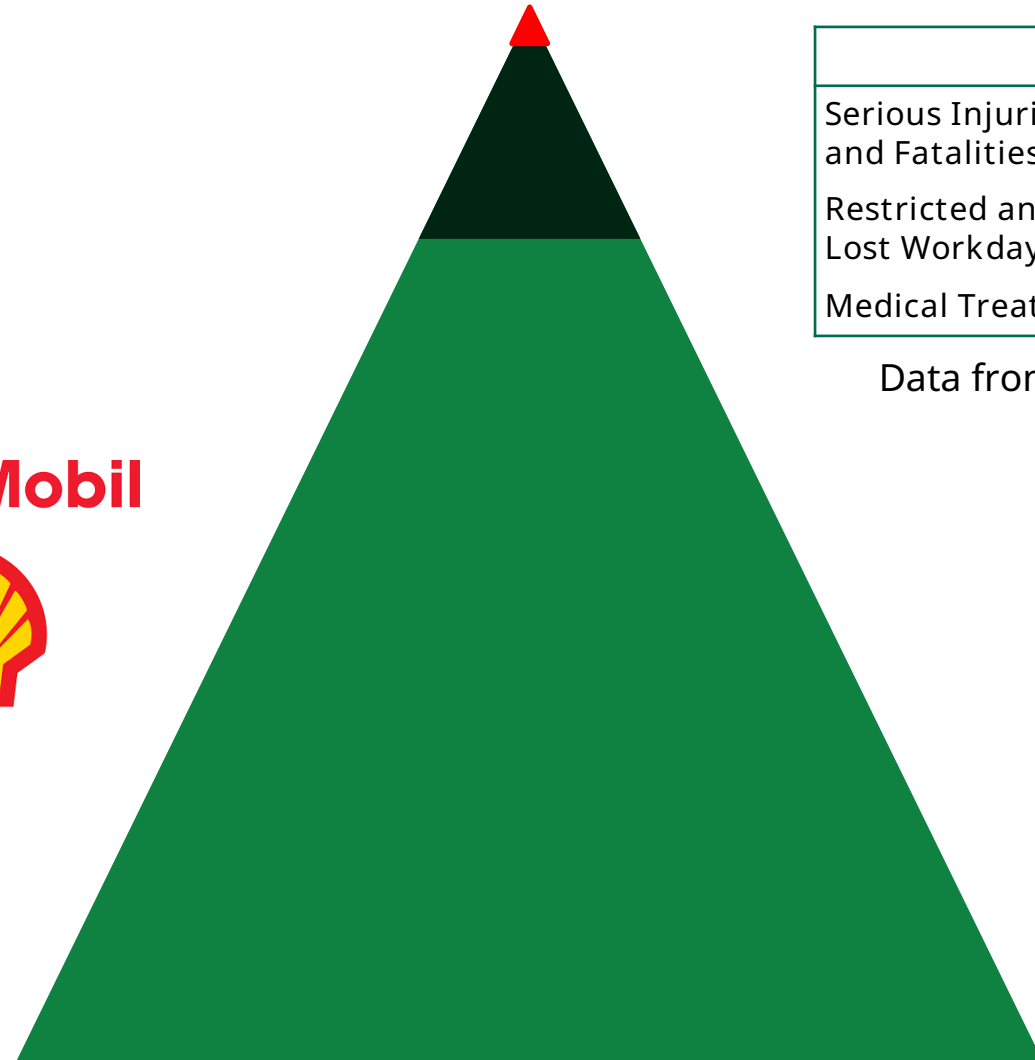
Descriptive and Predictive?

- 1,028 total cases studied
- 7 Global Clients



ExxonMobil

BHP



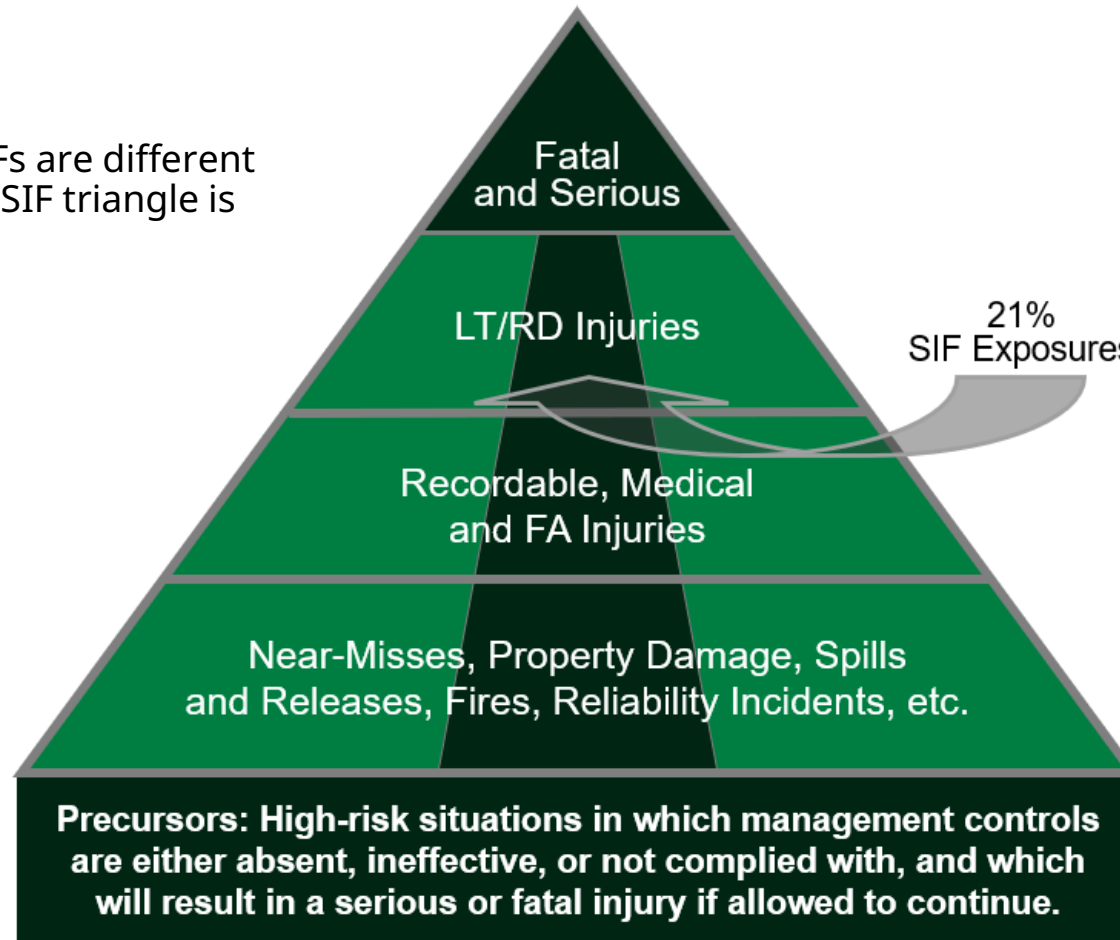
Average Rate	
Serious Injuries and Fatalities	.0014
Restricted and Lost Workday Cases	0.30
Medical Treatment	0.98

Data from 2008-2009

SIF Prevention - A New Paradigm



The causes and correlates of SIFs are different from Non-SIFs. Work inside the SIF triangle is required.



Recordable Injury Log is Misleading



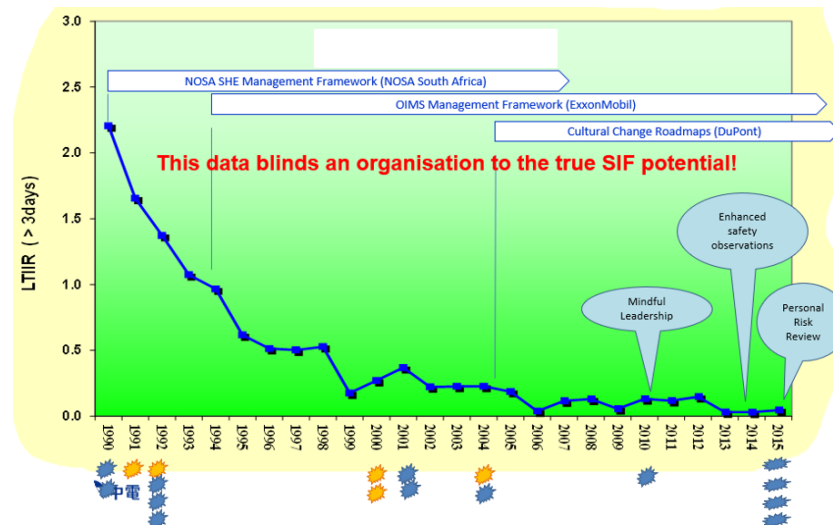
Recordable Injury - LTI

Worker bends over to pick up a 20-litre bottle of water and strains back muscle.

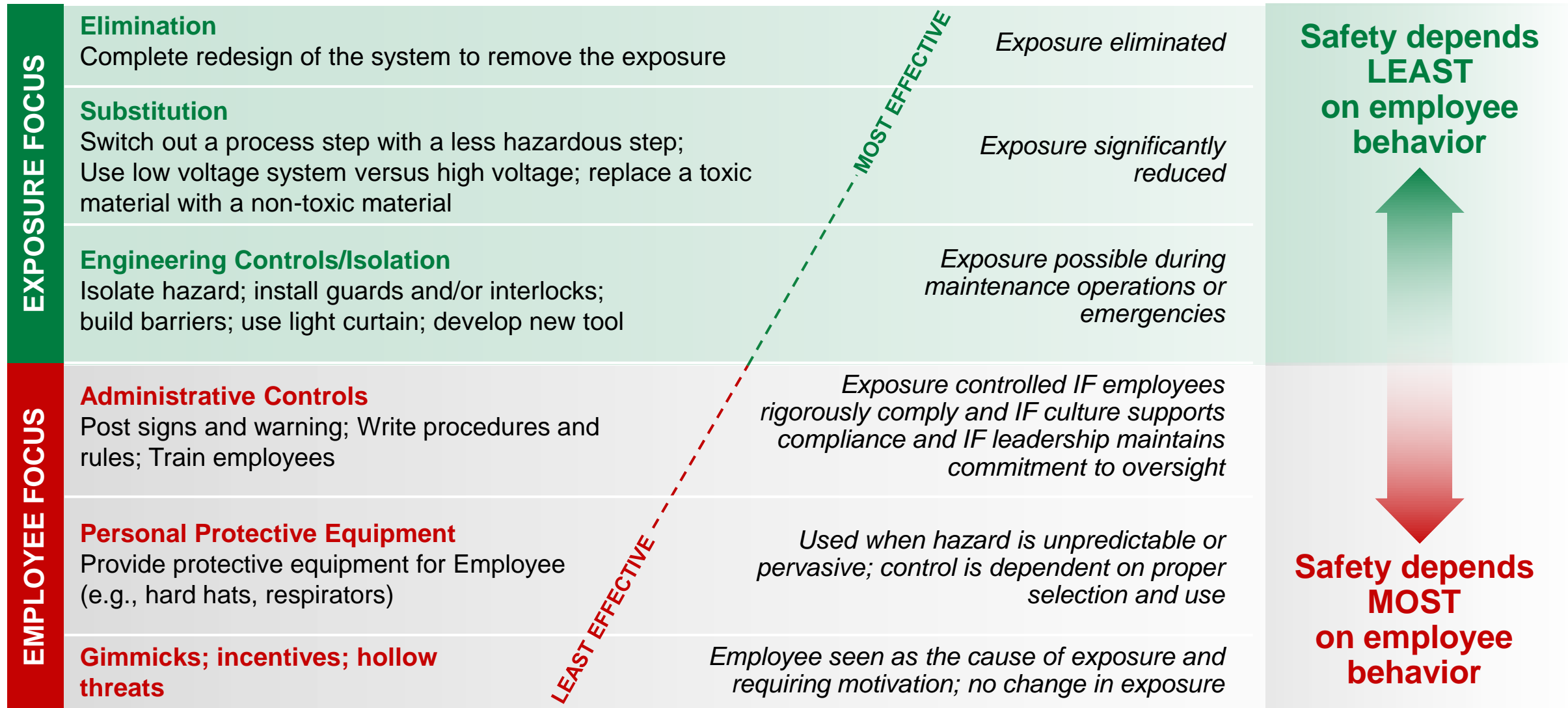


Near-Miss

Worker on top of truck pulling the tarpaulin to cover load (3.5m high). Truck is bumped heavily by a forklift, and he falls off, grabbing cargo netting on side of truck. Pulls self back onto top of truck.



The Hierarchy of Controls



Four Things You Must Do for SIF Prevention



1. Educate Senior Leaders on SIF:
 - They need to understand this problem before they can act on it.
 - The solutions to the SIF problem require their regular attention.
 - Enlist their sponsorship.
2. Provide Visibility to SIF Exposure:
 - Define “SIF”: Life-Threatening vs. Life-Altering.
 - Determine SIF Exposure Potential: Judgment-based versus Decision-tree.
 - Calculate SIF Exposure Rate: SIF Recordable and SIF Total.
3. Know Your SIF Precursors:
 - Three places where they hide:
 - High Risk/High Exposure Tasks (81% Routine)
 - Management Systems Missing, Deficient, or Not Complied With
 - Allowed to Continue
4. Integrate Interventions into Existing SMS:
 - Incident Management System, SIF Metrics, FVCC, SIF Education & Training, Pre-Task Risk Assessments, Pausing Work, Contractor Management, Life-Saving Processes, etc.

Thank you!



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