

IMPROVING SAFETY CULTURE

YOU ALREADY HAVE WHAT YOU NEED

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VERMONT BREWERS
ASSOCIATION

AGENDA

Tap Into a New Perspective...
But Not Really New Ideas

What is Safety?

Why aren't we safer, even
when we are trying?

Is improving safety culture
the solution?

What will it take to improve
safety culture?



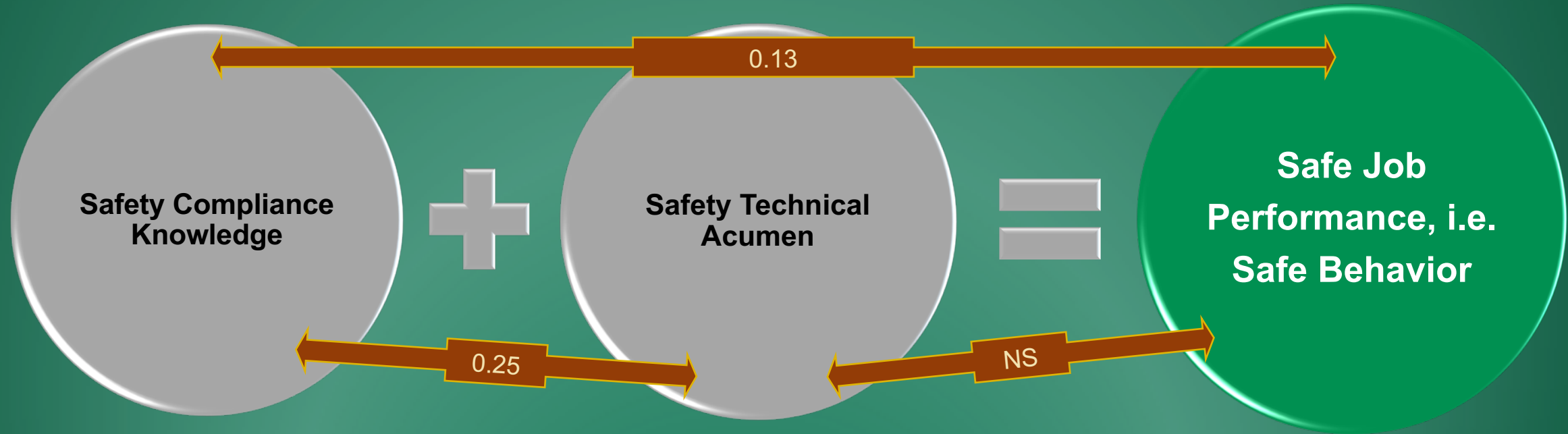
Existing Paradigm:

Safety is the Province of Specialists

- *Assign Safety-Knowledgeable Person(s)*
- *Emphasize Compliance with Rules*



Heirarchy-Based Safety Paradigm



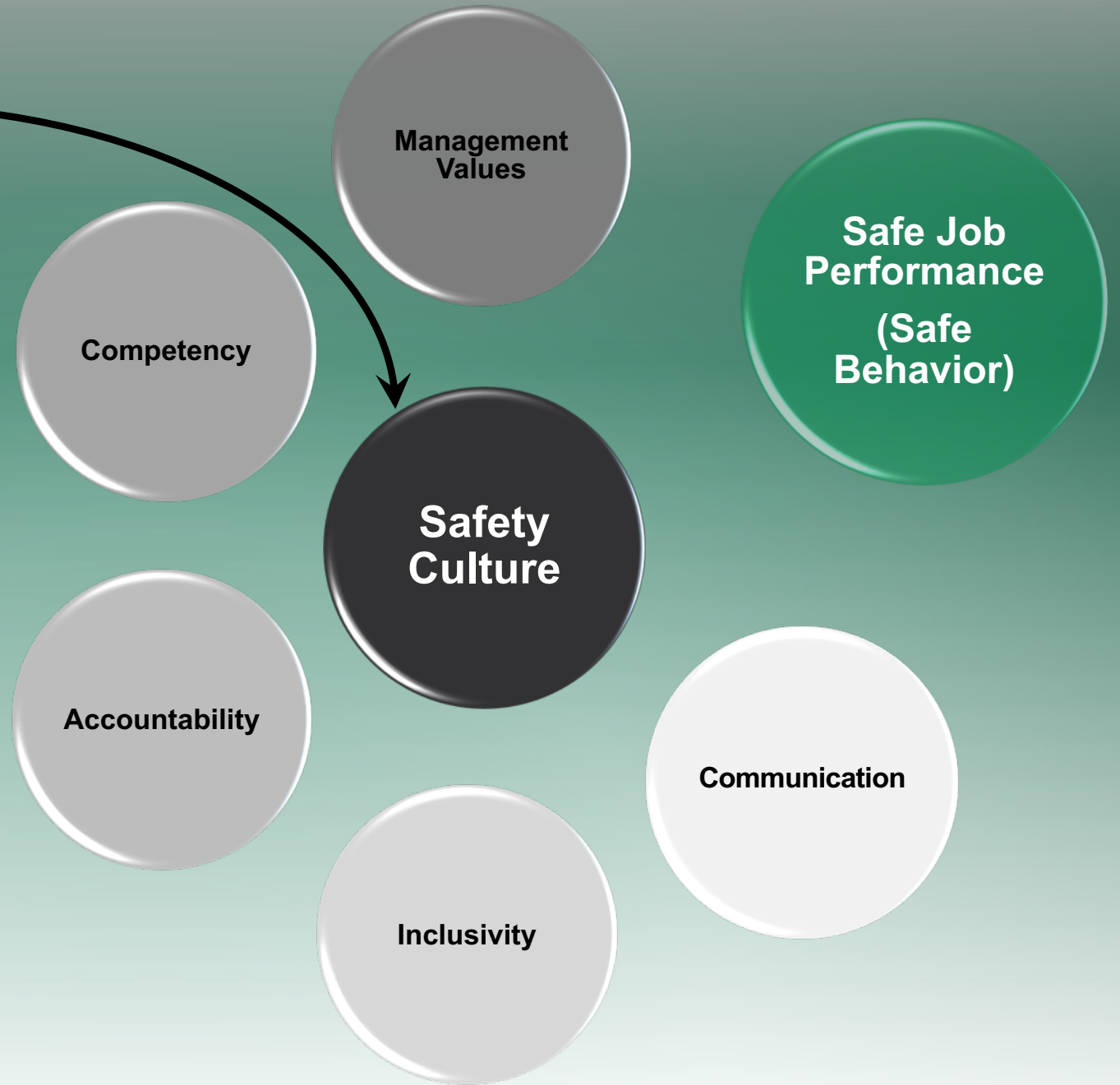
Linear Coeff. of
Correlation (r^2)

Source: E. Embry, 2021

WHAT IF...

Safety Culture

Collection of beliefs, values, perceptions and business systems that a workforce shares regarding risks to health and safety at work



Culture-Based Safety Paradigm

Coordinating Drivers

- Management = Setting objectives
- Competency = Developing people
- Accountability = Devising systems of measurement and responsibility
- Inclusivity = Organizing resources
- Communication = Motivating the team



Source: E. Embry, 2021

Where Does Safety Performance Originate?

Safe Job
Performance,
i.e. Safe
Behavior

Safety Performance is

Safe Behaviors



Safety Culture is

Beliefs, Perceptions,
Values, Attitudes



Culture Influenced by

Experiences,
Socialization



Improved Paradigm: *Safety Requires Everyone*

We Achieve This By

- Building Better Safety Culture
- Using & Improving 5 Key Culture Drivers
- Involving Everyone



LET'S CONNECT!

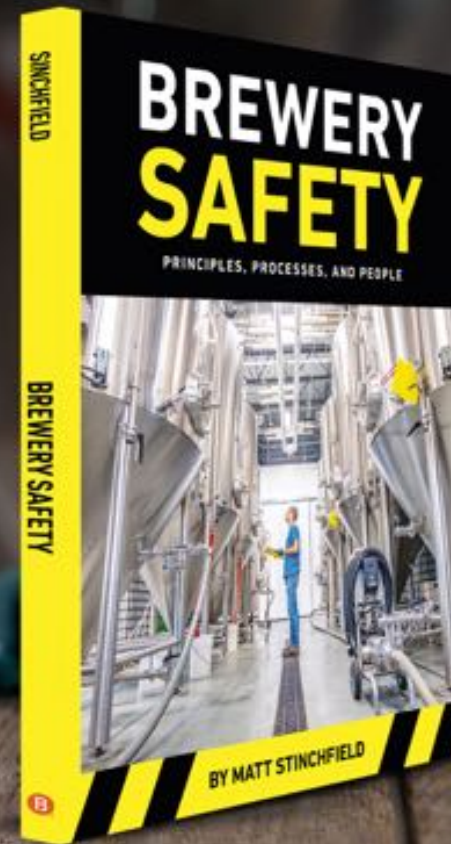


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