

HSE Culture Push or Pull

How much 'pull' are you creating in your organisation?

Use our simple diagnostic tool to find out... by **BB&A**

What is your organisation doing?

As more organisations recognise that world-class HSE performance is now a critical business imperative, a Zero Harm ambition has helped them to change from just trying to prevent workplace hazards, to achieving a true cultural shift in HSE behaviours.

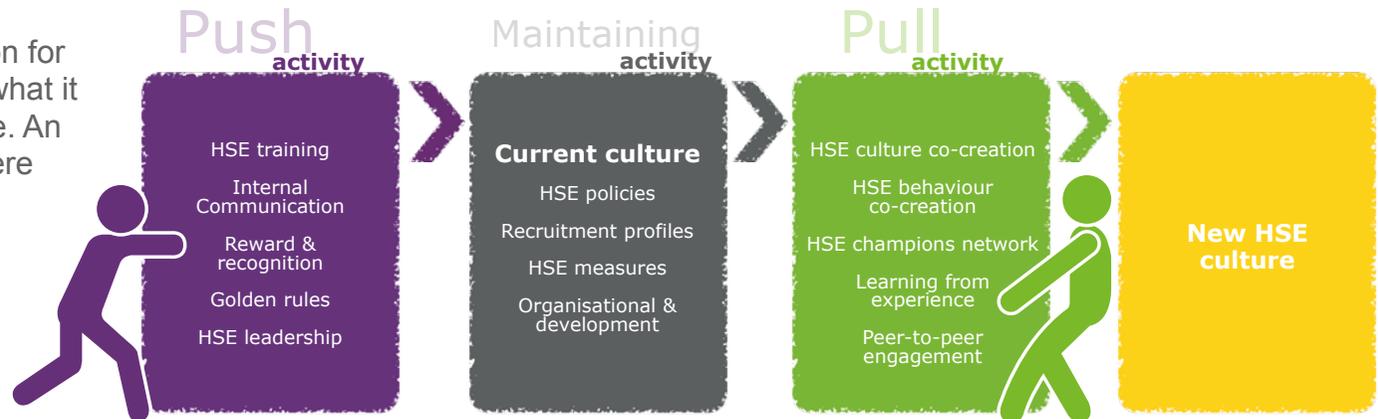
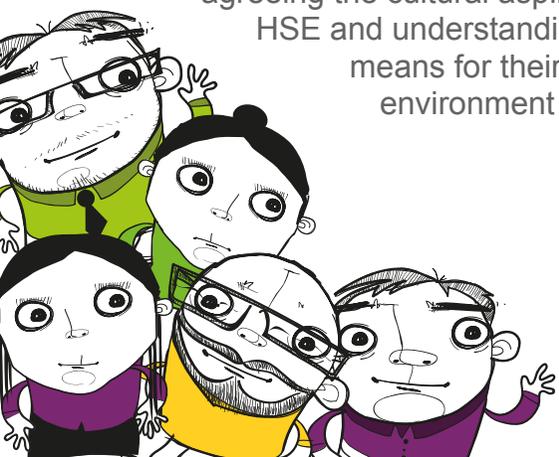
For successful organisations, it's no longer about the push, "this is how you must behave". It's now much more about the pull "this is how we want to do things here". It's about creating an environment where HSE culture is created and shaped by your people. One where everyone has

been involved in discussing and agreeing the cultural aspiration for HSE and understanding what it means for their role. An environment where

the day-to-day conversations are as likely to be about HSE as they are about productivity, operations and quality.

Creating that environment doesn't mean a wholesale shift away from the traditional 'push' mechanisms for developing and reinforcing HSE culture though. In fact, active leadership, effective top-down communications, training, reward and recognition are all still essential ingredients for ensuring effective HSE performance.

Pull is about building on the solid foundation that these ingredients create. It's about providing space, permission and connectivity to enable champion networks and peer-to-peer engagement to thrive; encouraging immediate learning from incidents; enabling rich day-to-day conversations about HSE at every level; and most importantly of all, involving everyone in deciding what your HSE cultural aspiration should and could be. Ultimately, it's about creating a culture where leaders and employees are accountable for HSE.



To what extent do you agree with the following ten statements:

(Scale of 1-5, where 1 is 'not at all' and 5 is 'very much'.)

To find out how to create more 'pull', contact us on:

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1 Colleagues across the organisation were involved in agreeing the HSE culture we aspire to.

1 2 3 4 5

3 Leaders at every level actively encourage conversations about HSE issues on a day-to-day basis.

1 2 3 4 5

5 Front line colleagues are encouraged and supported to actively advocate Zero Harm culture.

1 2 3 4 5

7 Stories of good HSE practice are regularly shared.

1 2 3 4 5

9 Colleagues across the organisation have regular opportunities to learn from incidents/near misses.

1 2 3 4 5

2 Colleagues can shape and agree the HSE behaviours specific to their role.

1 2 3 4 5

4 HSE conversations at every level in the organisation are as common as conversations about quality, operations and productivity.

1 2 3 4 5

6 We provide space and opportunities for informal networking.

1 2 3 4 5

8 Conversations with colleagues regarding incidents/near misses happen immediately after the event.

1 2 3 4 5

10 Colleagues here are confident to challenge behaviours not aligned to our HSE culture - no matter who they are challenging.

1 2 3 4 5

Use your score to find out which of these statements best describes how much 'pull' there is in your organisation.

1-10

It would appear that there's no pull at all in your organisation.

11-20

It looks like you have a few practices in place but there's a lot more work to do.

21-30

You have practices in place and they can work as the foundation for creating more pull.

31-40

You're doing well but there is always more that can be done.

41-50

You're doing very well and have a strong pull-based culture - keep it up!

Total score:

