

PerspECCtive

Theme:
The Next 50 Years: Capturing Transformational Possibilities

Integrating Breakthrough Project Outcomes with World-Class Safety Performance

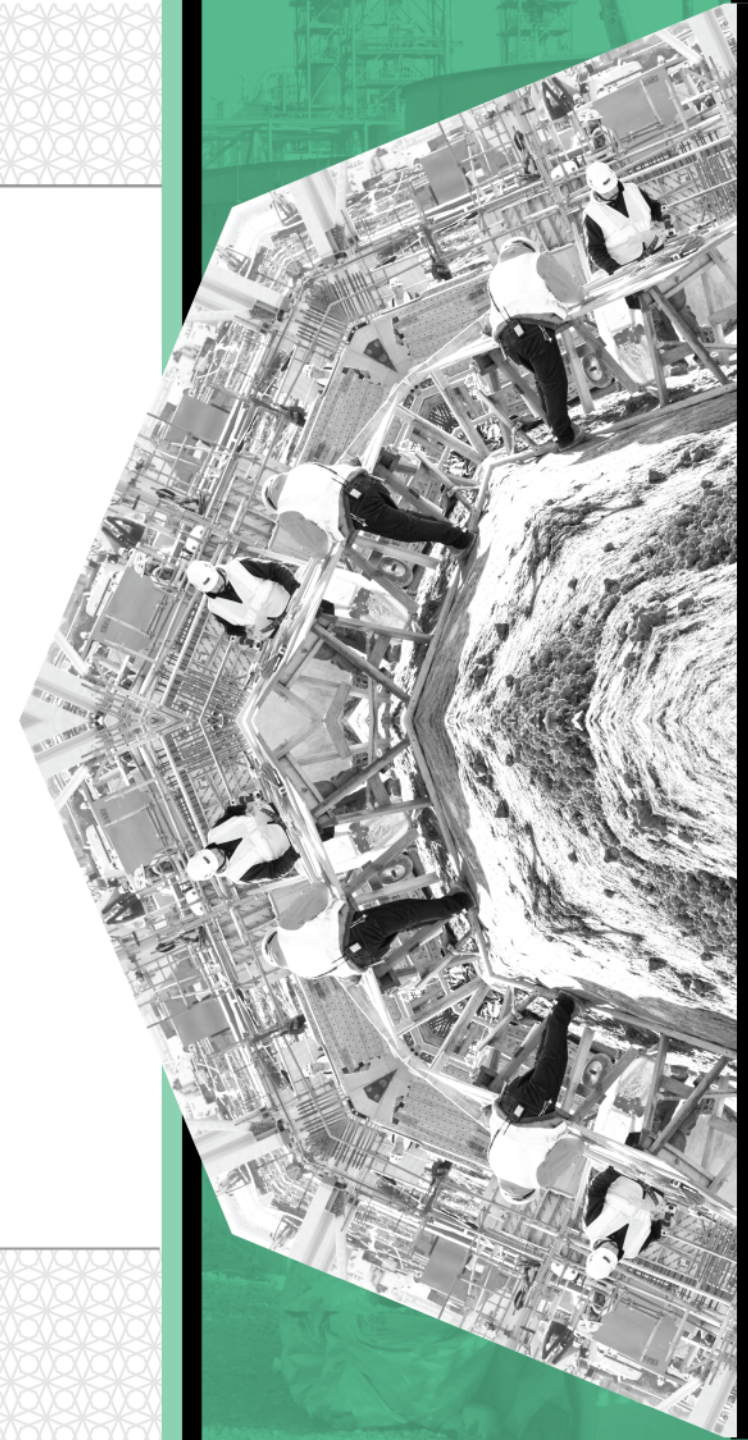
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Year:
2018

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Sept. 5-8

Location:
**JW Marriott Hill Country
San Antonio, TX**



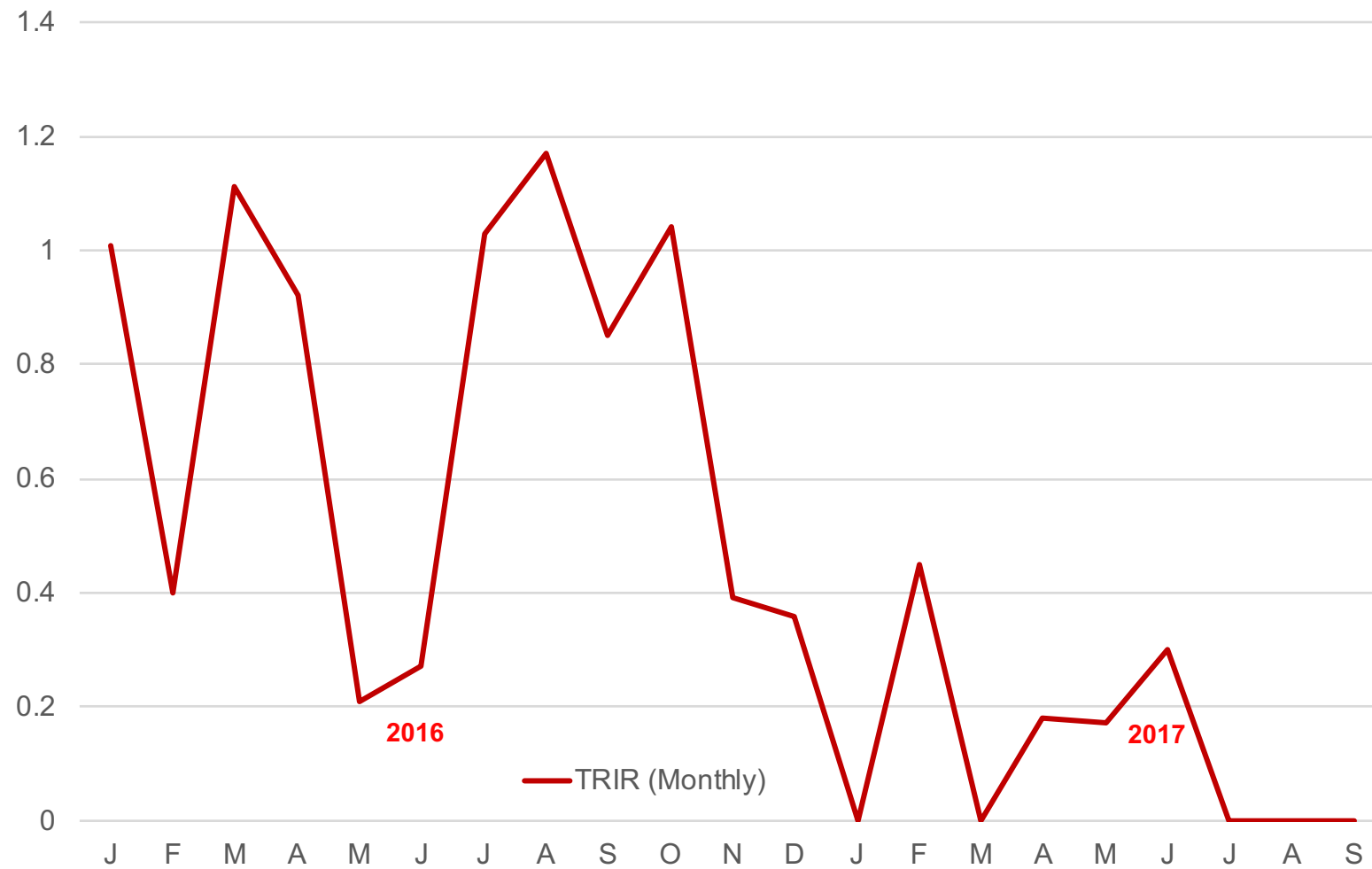


How do we approach “Zero” in today’s environment, and in the work force at site? Is there another step change advancement using psychology, or other means that achieves our desired result for the next 50 years?

This session takes a look back at how one project changed the mindset and approach to Safety by introducing a culture built around relationships and intention that subsequently drove the right behaviors and more efficient systems

Integrating Breakthrough Project Outcomes with World-Class Safety Performance

USGC Ethylene TRIR IIF Milestones



Leadership Principles of IIF®

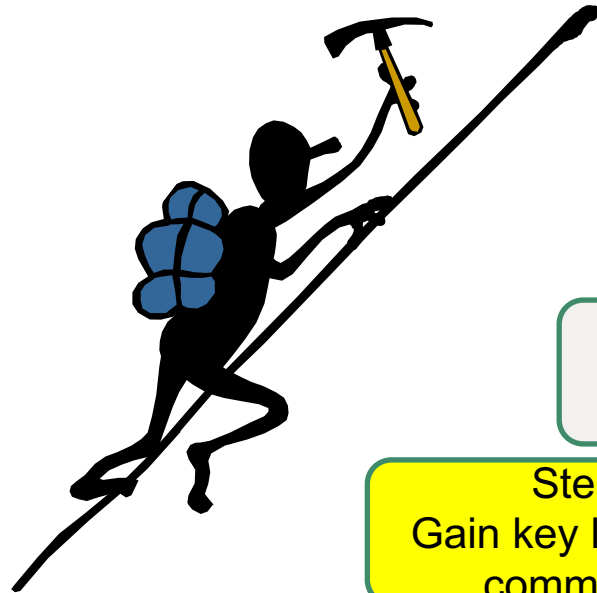


- IIF® is values-based and begins with a conversation for possibility
- IIF® is a journey sourced from a stand for “no one gets hurt” – it is not a destination or goal
- IIF® is an adaptive challenge – not a technical fix
- IIF® is sourced from dignity and respect for people, not about reducing numbers
- IIF® Leaders take increasing responsibility for safety and shape culture through their actions and practices

Tenets of Operation



IIF[®] Building Blocks



Step 1:
Know “what is so”

Step 2:
Want something else

Step 3:
Gain key leadership
commitment

Step 4:
Align leaders in
visible action

Step 5:
Enroll front line

Step 6:
Enroll craft

Step 7:
Create sufficient structures to
sustain / measure / correct

If you encounter resistance,
upset, setbacks, go back to
the bottom and re-verify
each step...

Relationship to People

Our Asset



Our Problem

Focus on Front Line Supervisors

Key to our success



Our Focus “mobilize their leadership”

Give Leaders an Integral Perspective

	Subjective	Objective
I N D I V I D U A L	<u>Intention</u>	<u>Behavior</u>
G R O U P	<u>Culture</u>	<u>Systems</u>

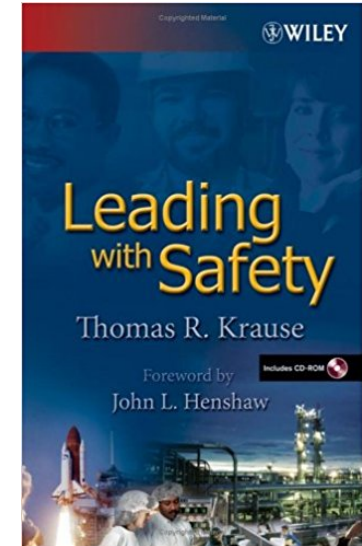


(Adapted from a model created by Ken Wilber)

Expectation to Lead Safety

- “What is this that you speak of, Leading with Safety?”
- “I am already committed to safety!”

Open your mind to the possibility of an *Incident and Injury-Free™* workplace!



“One Team Safety Approach”

- We had to start somewhere, let's start with safety.
- We are “One Team” and that means everyone!
- We changed safety, one relationship at a time.

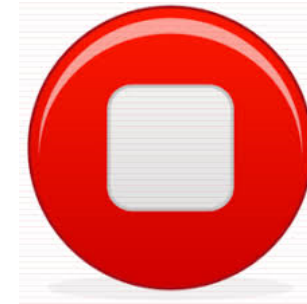


To Stop Work Authority or Pause Work Responsibility?

- Communication was key in getting the craft to feel empowered to use their Stop Work Authority!



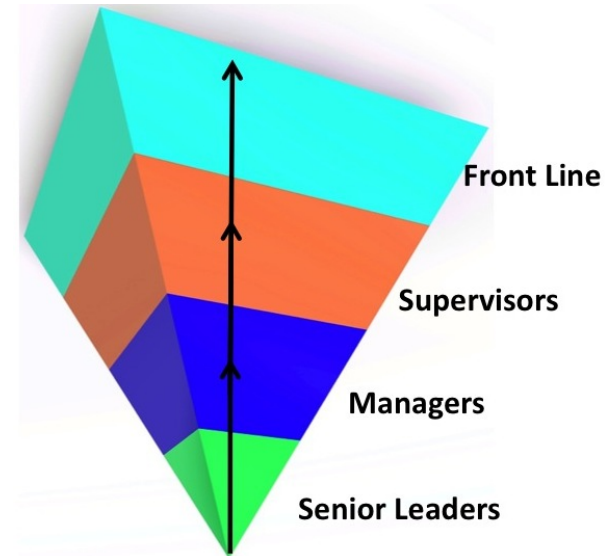
or



Mission – Enroll Front Line Leaders

How did we get leadership to become fully committed and engaged ?

- Began Critical Skills For Leadership Training
- Developed Area Safety Leadership Teams
- Site Safety Leadership Team sponsorship



Mission – Enroll Craft

How did we get craft to become fully committed and engaged?

- Survey the craft about the conditions of the site.
- Formed Life Critical Teams specific for the Craft
 - Life On Site
 - Craft Engagement Team
- STA Competition
- Meet and Greet at the Gate
- Listening Tours



We demonstrated to the craft we heard them and respected their feedback!

Sustain/Measure/Correct

- Surveys
 - Review original survey
 - Pulse Survey
- Health Checks



How do we know we succeeded?

One: "I was treated every day with dignity and respect."

Two: "I was encouraged and helped to make a contribution that gives meaning to my life."

Three: "Someone noticed I did it."

Paul O'Neill

