

Creating an Innovative Safety Culture “De-collateralizing Safety”

A Sine Qua Non

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Culture

- Latin: to develop or grow
 - Culture is cultivated
- The set of shared attitudes, values, goals, and practices that characterizes an institution, organization or group
 - Values are usually “valued”
- Compliance does not equal culture





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HUMAN FACTORS 2006

Safest Year In Air Force History

Disturbing Trend In 2007:

14 Destroyed aircraft (50% increase to FY06 period)

1 Aircraft lost in combat

3 Irreplaceable, outstanding Airmen lost



"We cannot afford to become complacent, let our guard down, and lose focus when it comes to safety!"

Maj Gen Wendell L. Griffin

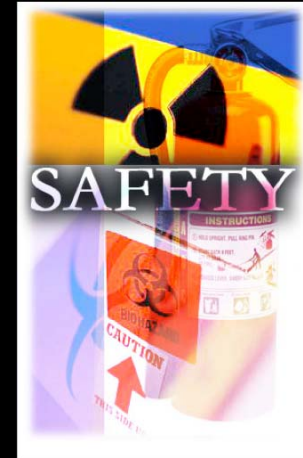
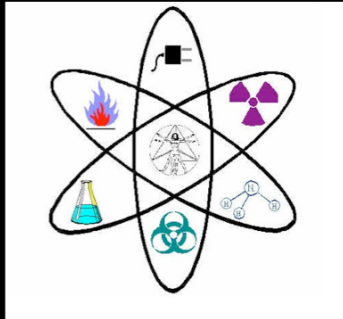
Air Force Chief of Safety / Commander, Air Force Safety Center

USAF Photo by Missy Michael Anthony
Photo Illustration by Dan Harman

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Where Did Safety Rank in Your Career Path???



- Always heard: “First do no harm.”
- Usually safety handled by a “safety officer”
- Perceived as a marginal to career success, even though organization may have preached “safety first”

High Reliability Organizations

- Aircraft Carriers
- Nuclear Subs
- Nuclear Power Plants
- Commercial Aviation



Keys to Sustainable Success

- Maintain Executive Interest
- Integrate Into Existing Programs
 - Quality programs
 - Safety programs
- Not a detriment to core career
 - Development of tools for ease of use and uniform use system wide
 - Easily accessible education



Things That Can Be Done

- Exposure to leadership
 - Consider using one of the top five from the C-suite to chair safety
- Create a paths to leadership
 - Chief Medical Safety Officer
 - Chief Health Safety Officer
- Incent safety
 - Awards, recognition



Tips for Sustainable Safety Culture

- Make it Easy
 - Ease of Education and Training (Sitel)
- Integrate into existing structures at the ground level (current departmental meetings, etc)
- Don'ts
 - Hire new people
 - Create lots of new committees and bureaucracies
 - Us vs. them perception
 - Have the appearance of a “square fill”



Culture of Safety

- Not just leadership buy in
- Safety brings contact with leadership
- Demonstration of interest in safety is required for advancement
- Safety accomplishments and innovations lead to recognition

