



 **THE GUINEA GROUP**

THE IMIS SAFETY UPGRADE

Training Program

NAME:

DATE:

THE 4 OUTCOMES

| | | |
|----|--|------------|
| 01 | DEVELOPING JSAs: LEADING DIFFERENT PERSONALITY STYLES | JSA |
| 02 | DEVELOPING VALUES: WHAT DO YOU STAND FOR AND WHAT IS IMPORTANT AT IMIS | VALUES |
| 03 | DEVELOPING CULTURE: TOWARDS INTERDEPENDENCE | CULTURE |
| 04 | DEVELOPING COMMITMENT: DECIDING WHAT YOU COULD UPGRADE YOUR SAFETY MINDSET | COMMITMENT |

THE 3 PARTS



In an Emergency **Acknowledgement of Country** Mentally Healthy

WORKSHOP SLIDES

BEFORE WE START ...

8 10 12 2 4

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SAFETY SHARE

A Safety Share is when a worker shares lessons learned from personal experience in relation to a health and safety incident. The idea being that if the information is shared, others will be educated on ways to prevent and manage similar issues. (Credit: Minerals Council of Australia)

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NOTES / REFLECTION

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EXPECTATIONS

What do you hope to learn today?

Leadership Plan



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YOUR WHY

Why do you do safety?



Your Personal Big 5

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NOTES / REFLECTION

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WORKSHOP SLIDES



1. Developing JSAs

- Be specific
- Be clear
- Be committed

"Safety is free, use plenty of it".
- Safety Culture

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Be Specific – embrace Caused by (CB)

IMIS

| Activity | Hazards | Inherent Risk | Controls | Residual Risk |
|-------------------------------------|---|---------------|--|---------------|
| Blasting work Start + end of job | Slips, trips Causes falls and bursts | M | Good housekeeping, Eyes on posts Show signals Mark down areas. Correct PPE. DWP on hand on all times | L |
| | Vehicle impact on Personnel trying to SOS or others | M | Good communication with other work groups. Use "Flagging" around work face. Flag bags = red | L |
| | Engagement = Cautioning | M | Ensure worker isolation. Control forms Project. Control area. Control red back on. All workers signed on to. SHE. A red back. etc. | L |
| | Exposure to gases + fires / explosions | M | Source gas detector + receive back security. Shading system to open up confined space + check for any potential gas readings. | L |
| | Heat stress burning loss | M | Exhaustive tasks. Speed selection on excavator. Hydration. Task rotation. Regular use of clean break breaks. rest + fluid. rehydration. | L |

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NOTES / REFLECTION

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Be Clear – embrace Land C (Risk Matrix)

| Activity | Hazards | Inherent Risk | Controls | Residual Risk |
|---|---------|---------------|--|---------------|
| Caused by vehicle impact on person or plant | | M | Control CB. Vehicle only. No rules. Signs. PPE. Starts on adjustment | C |
| Swinging material & set up of anchors - uncertainty | | H | Control. Use video. Good rest. Staff Signs. Use signposts. PPE. PPE. PPE. PPE. PPE. PPE. PPE. PPE. | L |
| Control. Control. Control To person | | H | Use on video. Control. PPE. PPE. PPE. PPE. PPE. PPE. PPE. PPE. | L |
| Control. Control. Control To person | | H | Use on video. Control. PPE. PPE. PPE. PPE. PPE. PPE. PPE. PPE. | L |
| Use sign. Use sign. To sign | | H | Use on video. Control. PPE. PPE. PPE. PPE. PPE. PPE. PPE. PPE. | L |

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Be Committed – embrace Reviewing and Upgrading

IMIS

| Print name | Signature | Date | Print name | Signature | Date |
|------------|-------------|---------|------------|-------------|---------|
| A. B... | [Signature] | 5/12/24 | A. B... | [Signature] | 5/12/24 |
| C. D... | [Signature] | 5/12/24 | C. D... | [Signature] | 5/12/24 |
| E. F... | [Signature] | 5/12/24 | E. F... | [Signature] | 5/12/24 |
| G. H... | [Signature] | 5/12/24 | G. H... | [Signature] | 5/12/24 |
| I. J... | [Signature] | 5/12/24 | I. J... | [Signature] | 5/12/24 |
| K. L... | [Signature] | 5/12/24 | K. L... | [Signature] | 5/12/24 |
| M. N... | [Signature] | 5/12/24 | M. N... | [Signature] | 5/12/24 |
| O. P... | [Signature] | 5/12/24 | O. P... | [Signature] | 5/12/24 |
| Q. R... | [Signature] | 5/12/24 | Q. R... | [Signature] | 5/12/24 |
| S. T... | [Signature] | 5/12/24 | S. T... | [Signature] | 5/12/24 |
| U. V... | [Signature] | 5/12/24 | U. V... | [Signature] | 5/12/24 |
| W. X... | [Signature] | 5/12/24 | W. X... | [Signature] | 5/12/24 |
| Y. Z... | [Signature] | 5/12/24 | Y. Z... | [Signature] | 5/12/24 |

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NOTES / REFLECTION

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WORKSHOP SLIDES



2. Developing Values

- Values drive behaviour
- Values state intent
- Values make statements

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."
 – President John Quincy Adams

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VALUES DRIVE BEHAVIOUR

A B C

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NOTES / REFLECTION

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VALUES DRIVE BEHAVIOUR

Habits

A B C

Take 5
Review and Reassess
"I'm making it safe"

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VALUES DRIVE BEHAVIOUR

Activators

A B C

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NOTES / REFLECTION

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WORKSHOP SLIDES

Micro-Decisions (we are all safety leaders)

Systems Leadership Theory (SLT) is a cohesive set of models that analyses and explains behaviours. Understanding and **Organising Work**. Work is defined as turning intention into reality. That is, the development and selection of a pathway that moves us towards a goal.

It is in the “micro-decisions” made by these frontline managers and the degree to which day-in and day-out they reinforce and signal the importance of safety where the “rubber meets the road” so to speak with respect to safety.


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VALUES STATE INTENT (here are QAL's values)

Supporting our values

We put these values into action in all aspects of our business. The way we do this is:

- We keep a strong, continuous focus on safety, health and the environment.
- We demonstrate integrity by respecting and caring for our people.
- We engage with our community to understand their needs and how best we can service them.
- We set clear goals and work continuously to achieve them.


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NOTES / REFLECTION

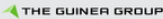
And not just safety

H S E


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VALUES MAKE STATEMENTS

How you will behave!


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NOTES / REFLECTION

WORKSHOP SLIDES

And gives you common language

| | | |
|----------------|---------------|------------|
| Accountability | Honesty | Integrity |
| Respect | Courage | Creativity |
| Innovation | Adventure | Compassion |
| Kindness | Quality | Trust |
| Achievement | Autonomy | Balance |
| Boldness | Collaboration | Commitment |
| Community | Justice | Knowledge |
| Leadership | Passion | Teamwork |

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3. Developing Culture

- The Bradley Curve
- Towards
- Interdependence

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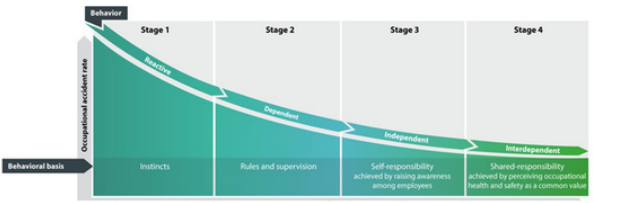
NOTES / REFLECTION

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THE BRADLEY CURVE



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TOWARDS

| Behavioral basis | Instincts | Rules and supervision | Self-responsibility achieved by raising awareness among employees | Shared-responsibility achieved by perceiving occupational health and safety as a common value |
|-----------------------|--|---|---|---|
| Self assessment | Safety culture | | | |
| | 1 | 2 | 3 | 4 |
| Attitude to accidents | Accidents are normal | Zero accidents is unrealistic | Zero accidents is possible | Zero accidents is the goal |
| Motivation | No motivation | Fear of punishment | Owen health and awareness | Team spirit and shared values |
| Motto | You can't do anything about it! | Follow the rules! | Look out for yourself! | We need each other, we look out for each other, we help each other! |
| Responsibility | Responsibility not hardly ever displayed | Responsibility lies with management | Each individual takes responsibility | Employees take responsibility for themselves and others in the group |
| Activities/measures | None/limited (primarily by the Safety Officer) | Activities implemented by management | Personal activities | Team activities |
| Popular opinion | Nobody wants/needs occupational safety. | The people at the top want occupational safety. | Occupational safety is a matter for me. | Occupational safety is a matter for us. |

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NOTES / REFLECTION

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ACTIVITY

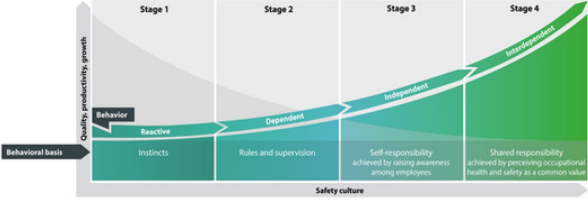


What could the IMIS values be?

A large area with horizontal dotted lines for writing.

WORKSHOP SLIDES

INTERDEPENDENCE



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4. Developing commitment

- The conversation
- The compassion
- The caring


“Don’t be safety blinded, be safety minded”.
– Safety Culture

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NOTES / REFLECTION

THE CONVERSATION



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THE COMPASSION

| | | |
|--|---|---|
| <p>Apathy</p> <p>Your care factor is low</p> <p>Automatic Reaction</p> | <p>Empathy</p> <p>Cognitive Emotional Compassionate</p> <p>Non-automatic Reaction</p> <p>Lead like a parent</p> | <p>Sympathy</p> <p>Your care factor is high</p> <p>Automatic Reaction</p> |
|--|---|---|

Just be present

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NOTES / REFLECTION

ACTIVITY



Let's work through where the IMIS safety culture is, and how to move towards interdependence?

A large light green rectangular area containing 20 horizontal dotted lines for writing.

WORKSHOP SLIDES

THE CARING

Caring is about active listening.

“Listening is not the same as hearing.”

Listening is a conscious activity based on three basic skills: **attitude, attention, and adjustment**. These skills are known collectively as triple-A listening. A positive attitude paves the way for open-mindedness.”

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TODAY – IN ONE WORD



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The great leadership philosophers



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Any Questions? We're here to help

We exist to support leaders to upgrade their mindset, upskill their leadership, and uplift their teams, to create psychologically safe and high performing teams!

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NOTES / REFLECTION

ACTIVITY



What else do you think needs to happen at IMIS to improve the safety culture?

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