

Creating a Strong Safety Culture

Good practices for developing a strong safety culture

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Safety Culture

Where were we first exposed to Safety?

Parents

Accountability

Education

Finance

Is this snippet of a high level safety model
any different than what is consistently
communicated within the safety industry

Communicating the same message
desensitizes its importance

Are we making it more difficult for us?

Not listening

Communicating what they do not know

Always Black & White

Enforcement through punishment

Developing Partnerships

We (Safety Professionals) are a Resource to our staff - we are the Safety Subject Matter Experts (SMEs)

Collaboration and Partnerships

- Building working relationships with teams in a psychologically safe environment
 - Taking the same trainings with them
 - Working on the projects with them and doing their work
 - True understanding of the process to identify safety needs
 - Translate and capture the informal knowledge
 - Educating on the “why” if it is unsafe and needs changing
- Strive to maintain trust with staff and visitors by treating safety as a collaboration process and providing top notch guidance, and consultation
- Treating staff as the experts; use their creativity to come up with realistic solutions

Our Culture

For the first 10 years of my career here, I avoided the safety group as much as I could. It was either too dangerous or too expensive and often turned into I wasn't going to be able to do my work. Working with Bob changed that because he really enables our teams to do things even if it is going to be a challenge. He works with us to do things safely and understands the areas of grey. Now I really like working with him and I'm glad he has passed this attitude of managing safety onto his team. I like working with them.



