Safe Choice overview: Culture & Conversations

SSHE & External Affairs Manager
Safety, Security, Health & Environment
ExxonMobil Canada

International Regulators’ Forum/ Safety 30 Conference
Aberdeen, June 5-6 2018
Our Safety Journey

- Regulations and Standards
- Management Systems
- Behavior Based Safety
- Culture
- Risk Tolerance
- Human Performance

Safe Choice

Ingenium

Training and Consulting

ExxonMobil
Building Blocks on the Safety Journey

Leadership Commitment

Workforce Engagement & Empowerment

Service Partner Partnerships

NOBODY GETS HURT

Human Performance – Self Awareness
Risk Tolerance, Helping People Make Safe Choices

Value for Self & Each Other – Actively Caring
Visible Leadership, Positive culture, Approaching Others

Focusing Effort - Eliminating High Potential Incidents
Learning from Incidents, Mining the Diamond

Personal Competency – Education & Training
HAZID/Reporting/Correction, Skill development

Management Systems – Internal Standards & Procedures
Company HSE Programs, OIMS, Job Planning, JSA

Compliance & Equipment – External Standards & Expectations
OSHA, PPE, Tools, Equipment
The impact of decision making on safety performance

The number of thoughts a person has every day: 35,000

The number of decisions a person makes every day: 3,000

The number of daily decisions that have injury potential: 600
Linking Safe Choice to Existing SSHE Tools

Existing SSHE Tools “Interrupters”

- Life Saving Actions
- Permit to Work / JSA
- Stop & Think
- Actively Caring / Approaching Others

New Safe Choice Concepts

- Decision-Making Styles
- Bias
- Fast & Slow Thinking
- Head in the Game
Measuring Success?

“Not everything that can be counted counts, and not everything that counts can be counted”

- William Bruce Cameron

Engaging Training Days

Team Member Personal SSHE Story Videos

Peer Coaching Workshops
Critical Success Factors

Leadership alignment and commitment
- Supportive behaviors from Business Unit Senior Leaders to Front Line Supervisors
- Resourcing

Workforce ownership
- Empowered and enabled
- Initiatives and ideas supported

Link to existing programs
- No new tools; no new KPIs
- New knowledge and insights for the whole team to better use existing safety tools

Agility mindset
- Learn and adapt as we go; “don’t let perfect get in the way of better”
- Encourage and “allow” the organization and the workforce to “fail forward”