



Developing Culture to Build Adaptive and Reliable Workgroups

Dennis Jackson



Blueprint for Safety Transformation™ Model



**“My Company”
Management/Sr.
Leadership**

**“My Boss”
Supervisor/
Team Leader**

**“My Team”
Coworkers/
Peers**

General

**Perceived
Organizational Support**
They care about me

Procedural Justice
My boss is fair

Work Group Relations
We get along

Management Credibility
They walk their talk

**Leader-Member
Exchange**
*My boss goes to
bat for me*

Teamwork
We get work done

Safety-Specific

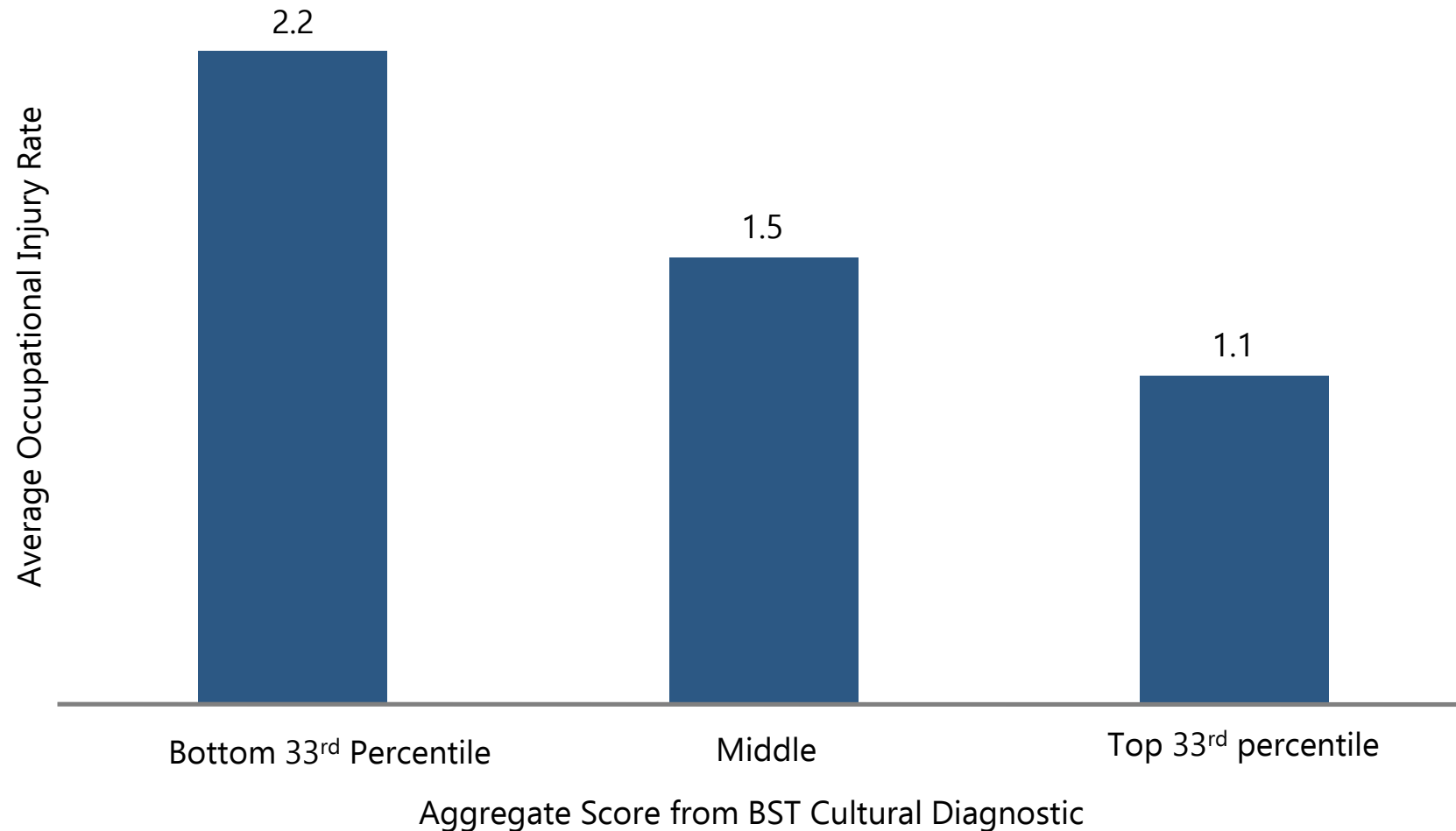
**Organizational
Value for Safety**
They care about safety

Upward Communication
*I talk to my boss
about safety*

Approaching Others
*I talk to my peers
about safety*

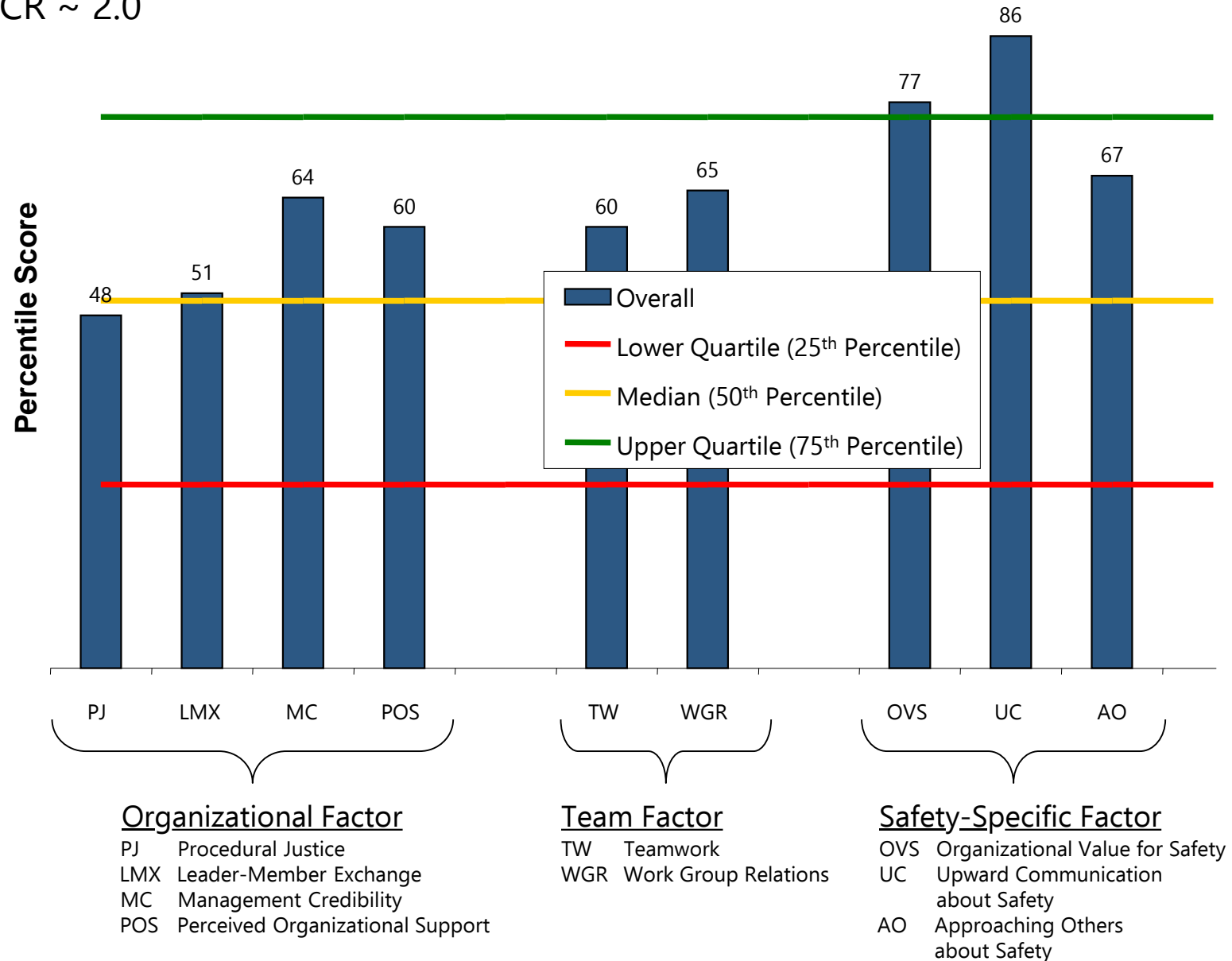
Factors that predict safety outcomes

Higher Scores on Nine Factors Predict Lower Injury Rates for 42 Sites with Rates Below 3.0

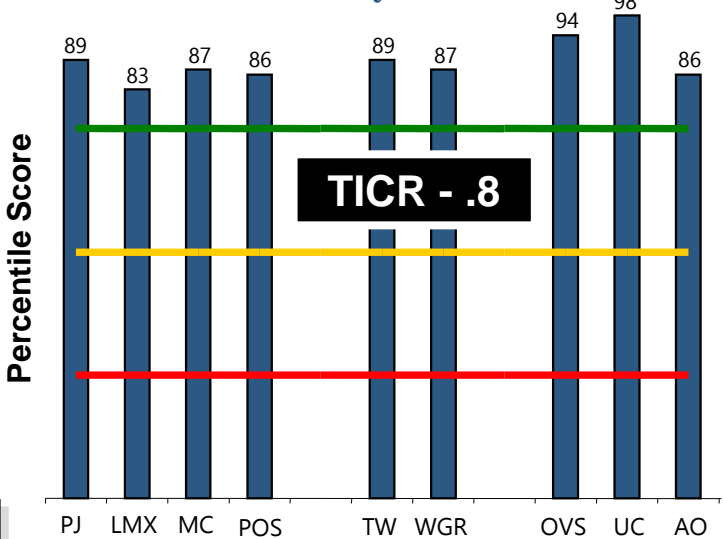


Benchmarking Example

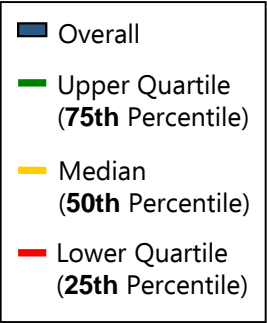
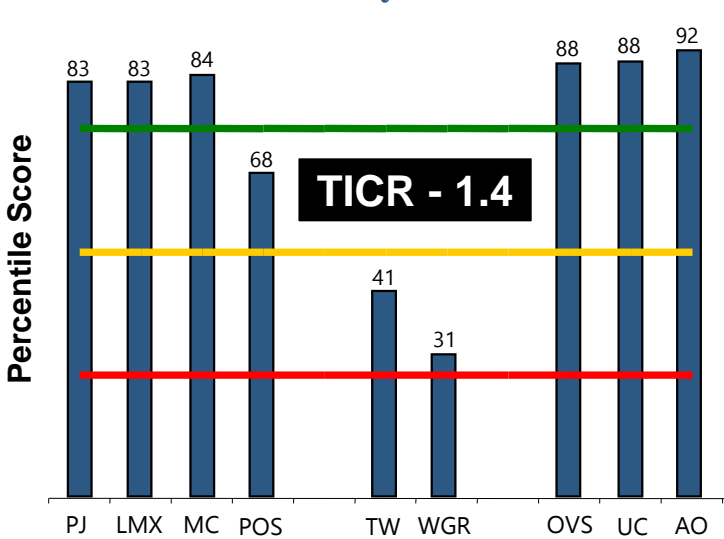
TICR ~ 2.0



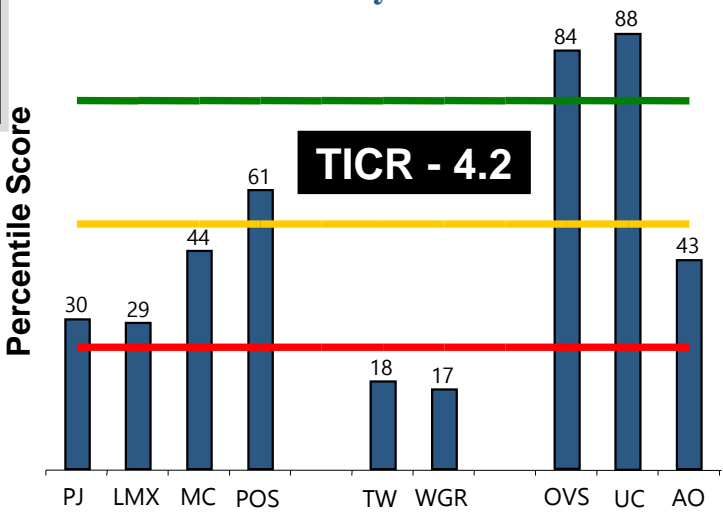
Case Study – Site A Overall Percentile by Scale



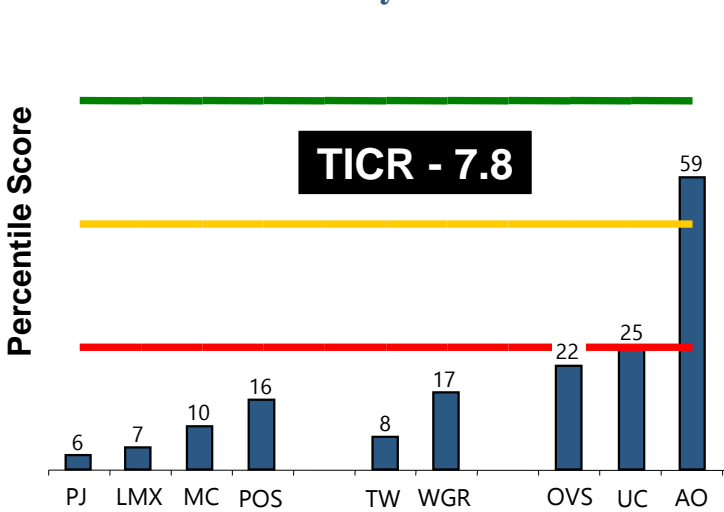
Case Study – Site B Overall Percentile by Scale



Case Study – Site C Overall Percentile by Scale



Case Study – Site D Overall Percentile by Scale

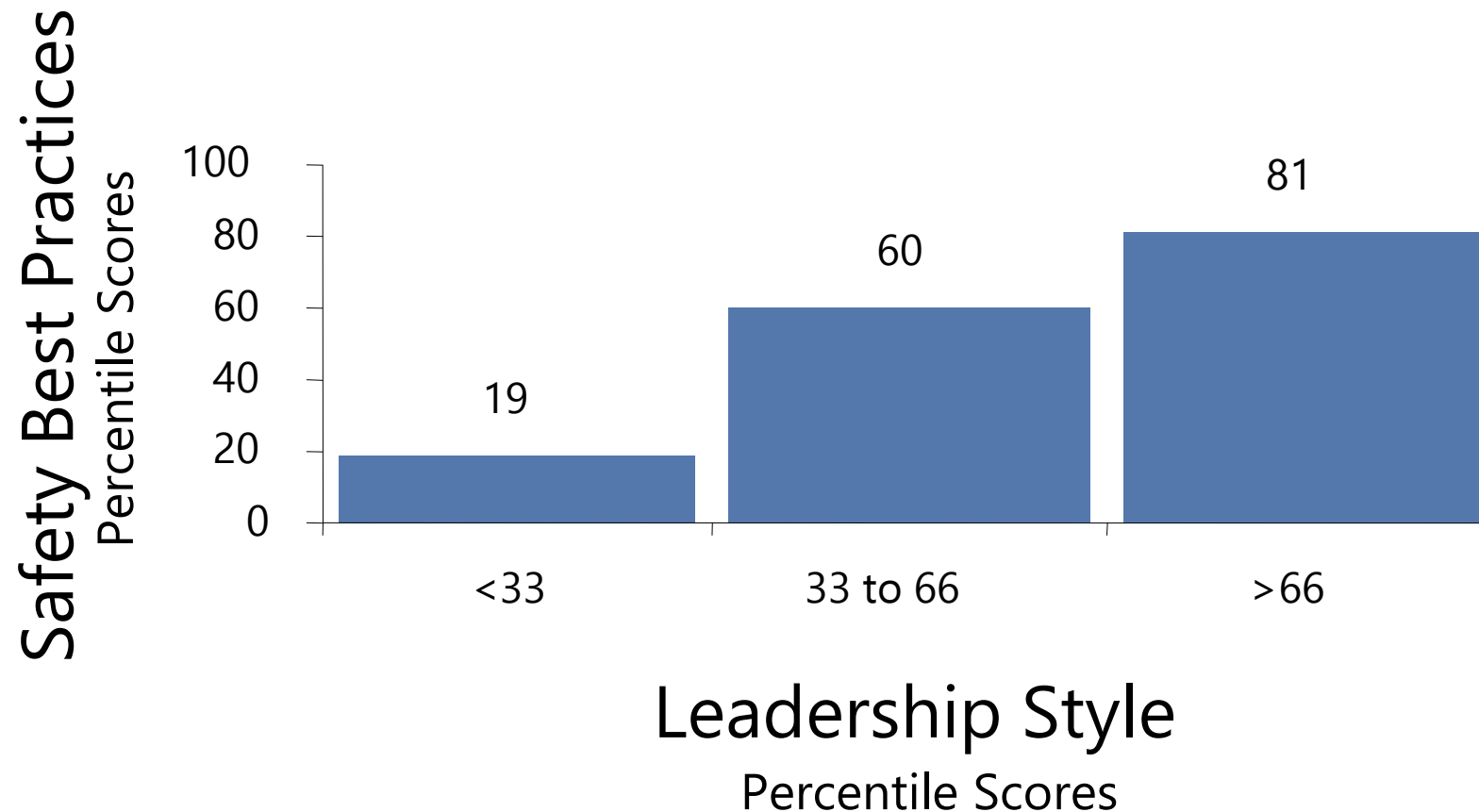




How do Leaders Influence Culture?



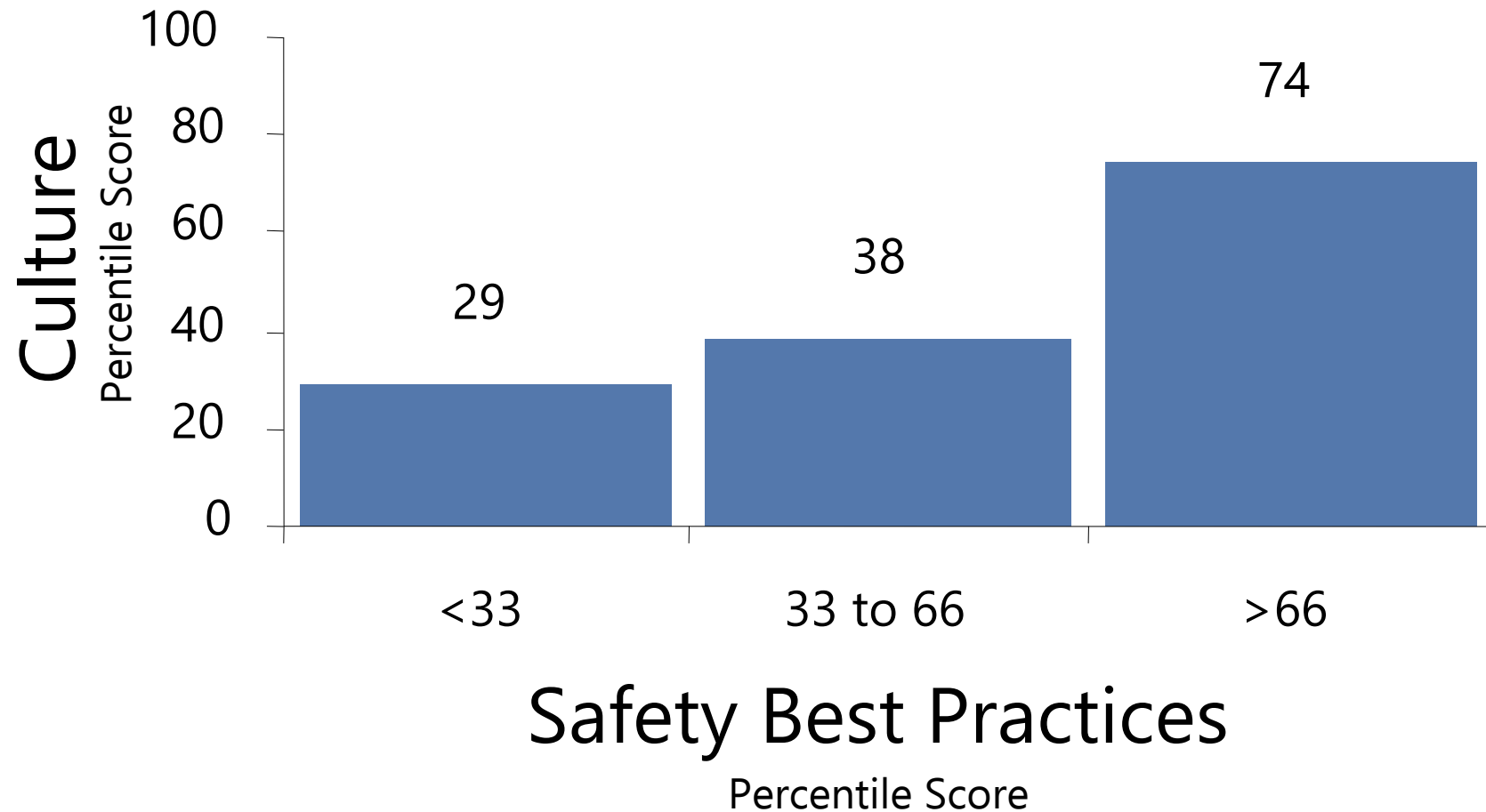
Leadership Style Predicts Safety Best Practices



Safety Leadership Model



Lead Team Safety Best Practices Predict Culture Scores







Thank You!

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