









Developing Culture to Build Adaptive and Reliable Workgroups

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DEKRA Insight



Blueprint for Safety Transformation™ Model



"My Company"
Management/Sr.
Leadership

"My Boss"
Supervisor/
Team Leader

"My Team"
Coworkers/
Peers

eneral

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

TeamworkWe get work done

Safety-Specific

Organizational
Value for Safety
They care about safety

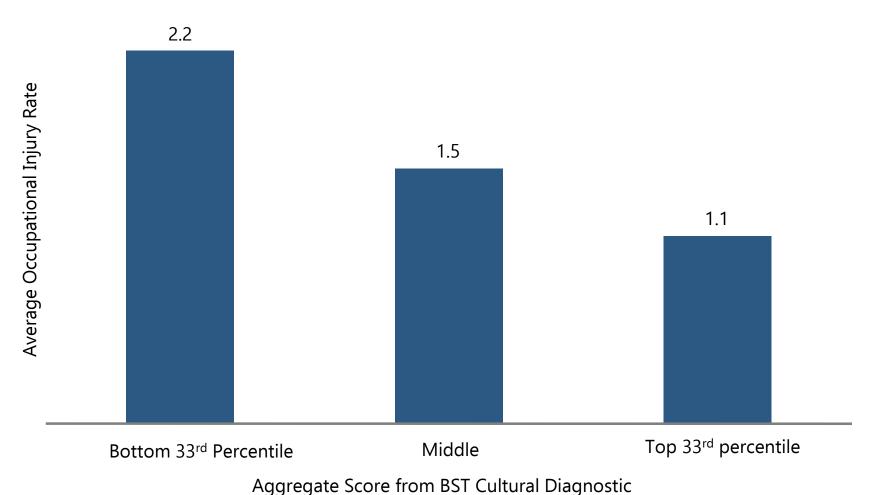
Upward Communication
I talk to my boss
about safety

Approaching Others
I talk to my peers
about safety

Factors that predict safety outcomes

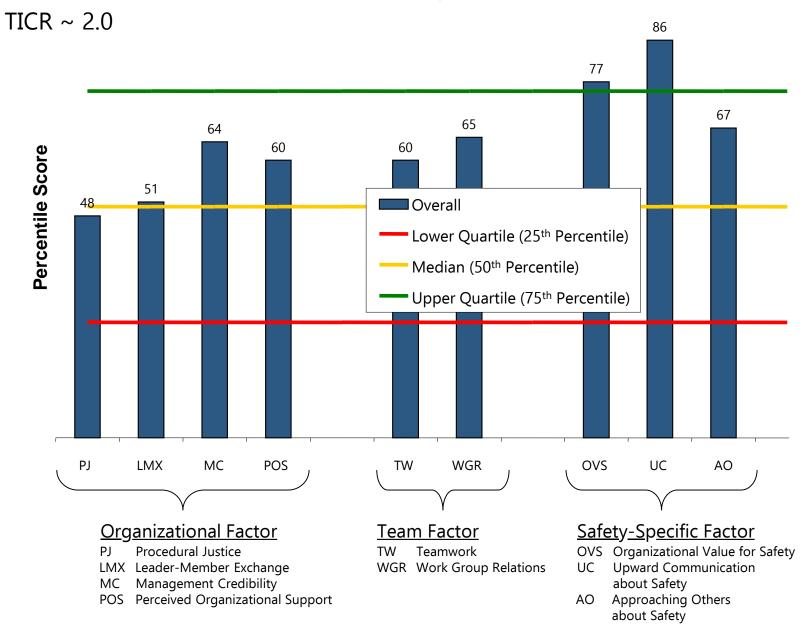


Higher Scores on Nine Factors Predict Lower Injury Rates for 42 Sites with Rates Below 3.0

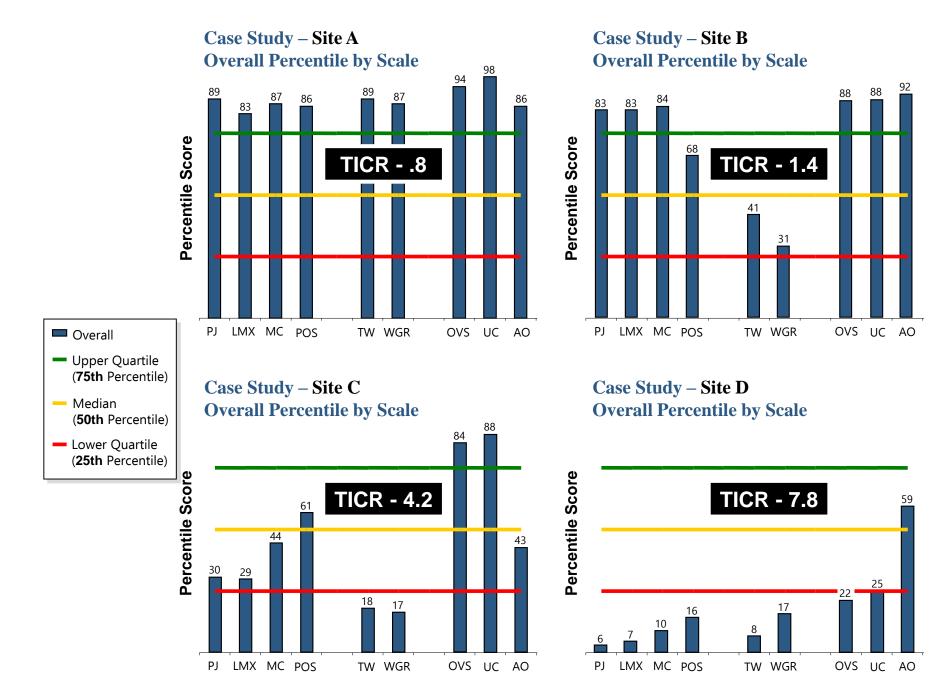




Benchmarking Example









Cultural Characteristics

Procedural Justice Leader-Member Exchange Management Credibility Perceived Organizational Support Teamwork Work Group Relations Organizational Value for Safety **Upward Communication** Approaching Others

Organizational Culture

Best Practices

Leadership Style

Personal Safety Ethic

Leadership Best Practices

Vision Credibility **Action Orientation** Safety Communication Collaboration Feedback and Recognition Accountability

ransformational Leadership Style

Inspiring Influencing Challenging Engaging

Conviction and Value

Self-Awareness Empathy Contact Responsibility Impact

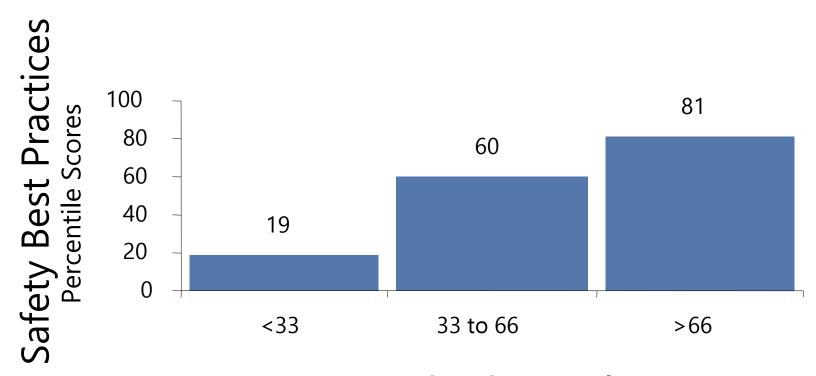


How do Leaders Influence Culture?





Leadership Style Predicts Safety Best Practices





Percentile Scores

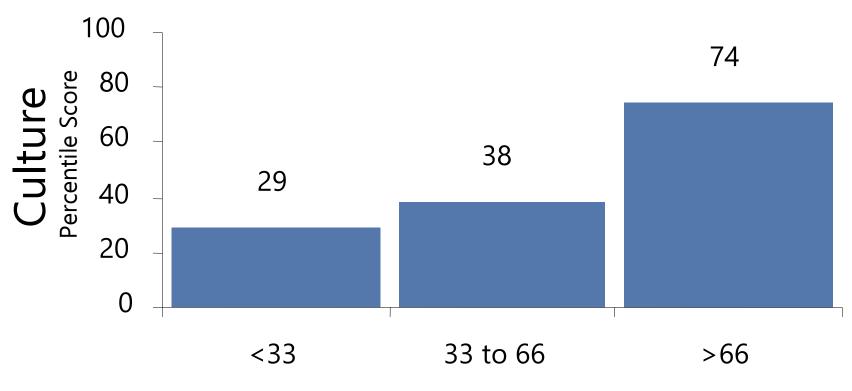


Safety Leadership Model





Lead Team Safety Best Practices Predict Culture Scores



Safety Best Practices

Percentile Score















Thank You!

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