Culture Change and Behavioural Safety

"Doing the right thing, even when no-one is watching" is how we define a positive culture.

Having a good health and safety management system and working with competent people does not in itself guarantee that you will deliver good health and safety performance. Both are certainly pre-requisite building blocks for an organisation to move from pure compliance to a positive culture - but there is much more that should and can be done. Culture isn't static, it evolves over time, aligned to the introduction of new personnel and new working practises. It is important to recognise cultural changes as they can have a serious impact on your safety performance.

Do you find yourself asking any of the following:

- How can I get people to take ownership for their own and their colleagues safety?
- How can I give people the confidence to stop and ask questions if they are not sure?
- How can I you ensure that all events are reported so that the business can investigate and learn lessons (regardless of whether they led to an actual event or incident)?
- How do I get people actively involved in health and safety?

elnet consulting has designed and delivered behavioural-based programmes in challenging work environments, leading to culture change. We will work with you to understand your current organisational culture, to design and deliver a bespoke programme aligned to your specific business needs. In doing so, we will introduce approaches and techniques to challenge your people to understand the impact of cultural behaviours and identify jointly agreed actions to move the organisation to the desired place.

A positive culture benefits both individuals and the wider organisation. When an organisation commits to a culture change programme and has inspirational, passionate and visible leaders then there can be truly exceptional results.