

Culture, Climate, and Mentoring

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Agenda

- Culture
- Climate
- Mentoring

Culture

- Definition
- Examples

Safety Culture

- Definition
 - The culture that is shaped by the company's rules, beliefs, ethics, and codes of conduct on how safety is thought about collectively
 - Acceptable
 - Unacceptable
 - Prioritization
- First used to describe the events that lead to Chernobyl
- Long-term

Our Core Values



Safety

As an industry-leading provider of high-value technical and management solutions, we are firmly committed to maintaining a safe and healthy environment in all of our offices and on each of our projects.



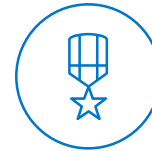
Integrity

We uphold our reputation for integrity in the marketplace and provide an ethical work environment for all of our employees. We will do the right thing each time we face a tough decision.



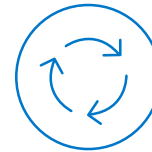
Innovation

Through inventive processes and unique solutions, we provide unmatched value to our customers. We foster creative work environments where we always challenge ourselves to improve our processes and procedures.



Quality

We are committed to providing high-quality services and products. We meet the mutually agreed-to requirements the first time and strive for continuous improvement of our work processes.



Sustainability

In all that we do, we are conscious of the impact that our work has on the environment. We help our customers do the same by providing clean, efficient, healthy, and effective solutions on all of our projects.



Diversity

We pursue diversity in our workforce, our markets, and our services because we recognize that optimum solutions require different backgrounds, new perspectives, and open minds. We leverage diversity through inclusion of employees, empowering them to shape the future of the corporation through collaboration and innovation.

Climate

- Definition
- Examples

Safety Climate

- Definition
 - What is the current mood found on a project
 - Collective view of safety within an organization as manifested by recent or current events
- Immediate precursor to behavior
- Short term

Safety Climate

- Direct reflection
 - Safety operations improvement
 - Reduce vulnerability
- Affected by recent events
- What can we do to get it right?

Mentoring

- Definition
- Examples

Coaching vs Mentoring

- A coach is brought in for remedial work
 - Safety environment necessary?
 - Results measured
- Mentoring is never remedial
 - At first, involves a developmental relationship
 - Long-term becomes meaningful
- Mentoring happens when a safe environment is fostered
 - Confidentiality within limits

Mentoring

- New employees
 - Show them where it's at
 - Orientate them
 - Always be available
- Helps to sustain morale
- Signs of a company that has a good mentoring program
- Adult learners
 - Internal goals
 - Personal satisfaction

Mentoring Process

- Align objects with job demands
- Expectations on?

Managing Issues

- Foster compatible relationships
- Clear distinction between mentor and supervisor
 - Combining can lead to confusion
- Encourage gradual autonomy and self-reliance
- Mentor the mentors
- Take steps to prevent “mentor burn-out”
 - Time-consuming
 - Still have other duties to perform
 - Recognize what they are doing as a mentor

CPWR: Center for Construction Research and Training

- Multiple resources
- Safety Culture and Climate
 - Safety Climate Assessment Tool (S-CAT)
 - Paper version
 - www.safetyclimateassessment.org – free

BCSP Professional Advancement Program

- For those who want to know more
- Many of us have or are pursuing certifications
- Program ensures that safety professionals who perform quality work are certified
- What to do:
 - Complete the online Mentor form
 - Submit mentor's info and that of the peer, colleague, or other safety practitioner
 - If accepted, BCSP will list the Mentor and Mentee in mentoring database
- Mentors are publicly recognized
 - A thank you for promoting professionalism in safety

Sources

- OHS Online
- Management-mentors.com
- Patient safety and quality healthcare
- Center for Construction Research and Training
<https://www.cpwr.com/safety-culture/strengthening-job-site-safety-climate>
- Deal with Training – Australia
- The Safety Zone from Dow Chemical
- BCSP