

An Integral Approach to Generating High Performance Safety

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Three things I want you to walk away with today:

- What it means to be an Integral Leader for Safety
- An experience of taking an Integral Perspective
- Example of what good looks like: An Incident and Injury Free project



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An Integral Approach

Practice using an “Integral Lens”

- While viewing the video, consider the following questions:
 1. **Personal:** What are the *attitudes, values and beliefs* of each key player in the video?
 2. **Behavioral:** What are the critical *behaviors* of individuals that are key to the events in the video?
 3. **Cultural:** What are the *unspoken, but accepted norms* of the organization that facilitated the events in the video?
 4. **Systems:** What do you notice about the implementation of the *policies, processes and procedures of the organization in the video*?

The PRC IIF Protocol



Key Elements
Desired States

PLANNING

- ☀️ Kick-Off Meeting
- ☀️ **IIF Align, Design and Plan Process™**
 - a) ADP Prep Stage
 - b) ADP Workshop
 - c) ADP Plan Completion and Execution Stage
- ☀️ **IIF Leadership Team™ Launch & Training**

Team members are operating in a strategic, coordinated manner with clear accountabilities and schedules designed to generate IIF results.

ASSESSING

- ☀️ **Integral Safety Assessment™**
 - a) Early Phase
 - b) Construction Phase
 - c) Project Team
 - d) Individual Leader
- ☀️ **IIF Listening Tour**
- ☀️ **IIF Pulse Survey**
- ☀️ **IIF Health Status Assessment**

Team members have a current, accurate integral understanding of what is present and missing relative to IIF performance.

ENGAGING

- ☀️ **IIF Commitment Workshop™**
- ☀️ **IIF Engagement Workshop™**
- ☀️ **IIF Orientation Workshop™**

Team members believe that incident and injury-free performance is doable, are committed to that result and enrolling others in is this possibility.

DEVELOPING SKILLS

- ☀️ **Leading IIF in Action™**
- ☀️ **Coaching IIF in Action™**
- ☀️ **Living IIF in Action™**

Team members are highly capable at thinking, conversing, and performing their daily work activities in ways that foster incident and injury-free performance.

SUSTAINING

- ☀️ **IIF Coaching™**
 - a) PLT Coaching
 - b) IIF LT Coaching
 - c) Leader Coaching
 - d) Contractor Coaching
- ☀️ **IIF Trainer™ Certification**
- ☀️ **IIF Refresher™ Workshop**
- ☀️ **IIF Completion/Lessons Learned Reviews**

Team members are learning and adapting in ways that continually regenerate the intentions, behaviors, culture and systems created in the other protocol stages.

When you go back to your site...

- Use the integral “lens” to view your organization to gain new access to actions and results.
- View both Incident and Injury investigations from an Integral perspective
- Generate an inspiring vision for your organization that everyone will want to work toward!