Leading a Culture of Safety: From Learning to Practice

UNIVERSITY OF TORONTO

MINERVA
Safety Management Education

Welcome

- Safety Culture – is the way we do things around here
  - When no one is watching

- There are many organizations leading the shift in Safety Culture

- But, the way the economy works today is different

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Today's University Graduate

- More likely to work for a small organization
- More likely to work for multiple organizations in their career
- More likely to be self-employed (hired on successive contracts)

- How do we get a Safety Culture to these students?

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Minerva Canada

- A volunteer run, Not-For-Profit organization

- Advocate for increased inclusion of health and safety concepts in business and engineering curricula
- Educate the educators by providing instructors with curriculum-ready tools and initiatives
- Partner with governments, industry and associations and accreditation boards

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The Conference Board of Canada
Le Conference Board du Canada

Health and Safety Leadership Centre

From Learning to Practice …

- **Research to Advance the Field**
- **Knowledge Sharing, Exchange and Dissemination**
- **Networking and Convening**
- **Capacity Building**

What Does it Mean to Lead a Culture of Safety?

Defining Safety Culture

- Inclusive, people focused and 24/7
- Keep it simple and easy to incorporate into all activities

Measuring Safety Culture

- To provide insight into improvement and track changes
- Align indicators with organizational values and objectives

Promoting Safety Culture

- Focus on learning opportunities; not punitive actions
- All risks are preventable

Leading and Supporting a Culture of Safety

- Recognition across enterprises that **no** business imperative is more important than health and safety
- Foster an open culture
- Responsibility is shared
- Health and Safety education for management and staff
- Training standards need to be embedded

Today's Webinar

- Erin Oliver, Modern Niagara

- How do you become an employer of choice?

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MODERN NIAGARA

Design. Build. Service.

MODERN NIAGARA

Building a culture of safety, diversity, inclusion and success!

October 18, 2018

Modern Niagara's vision can be summarised in three key points:

1. ***Be the best at everything we do.***

2. ***Be the employer of choice for great tradespeople and professionals.***

3. Provide our clients with exceptional experiences in our four core services (mechanical, electrical, building services and building controls) in five of Canada's major markets (Ottawa, Toronto, Calgary, Edmonton and Vancouver).

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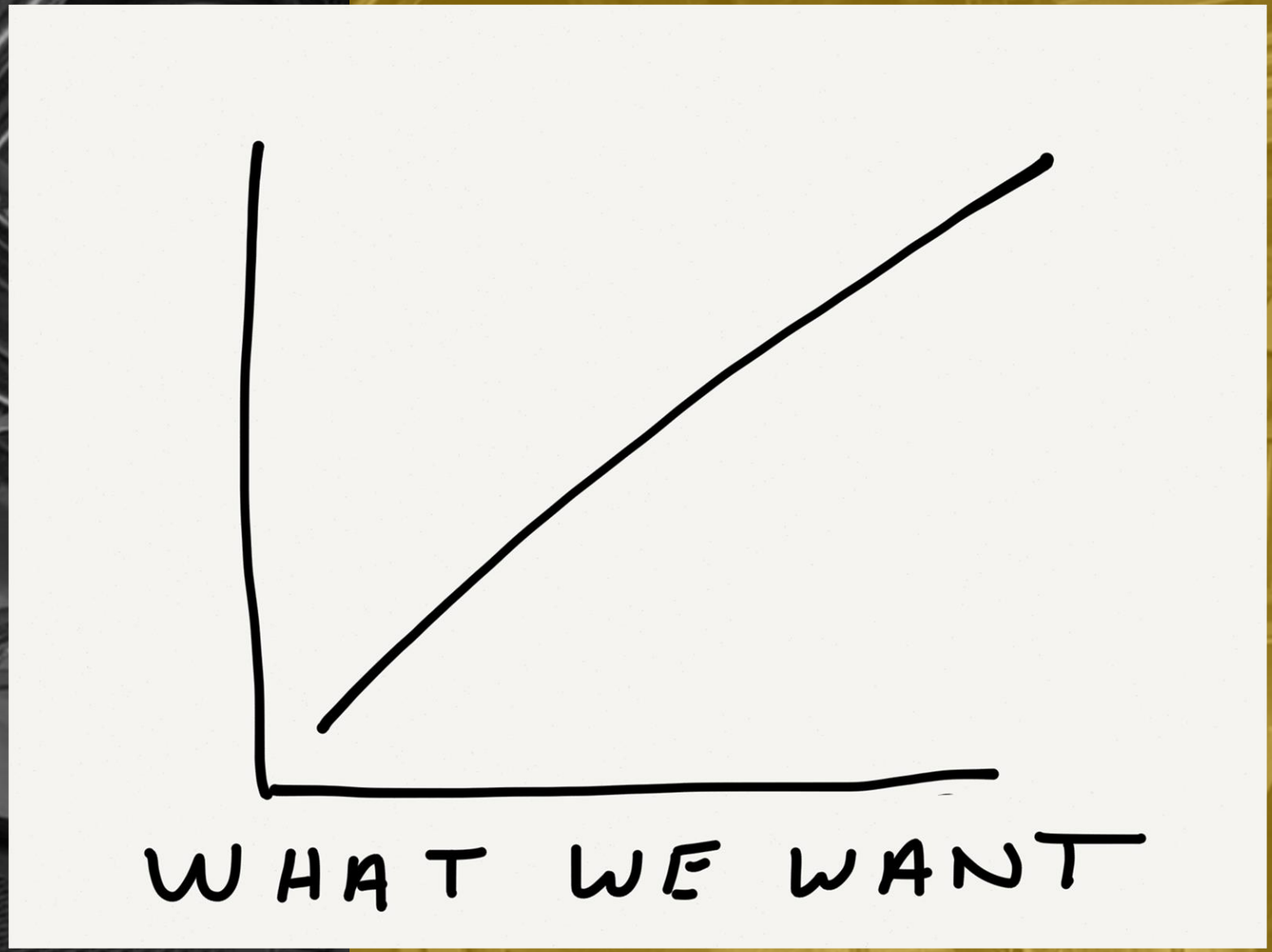
BEING THE BEST!



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THE PATH TO EMPLOYER OF CHOICE

THE SMaC* RECIPE

* "Specific, methodical, and consistent" - Jim Collins

THE PATH TO EMPLOYER OF CHOICE

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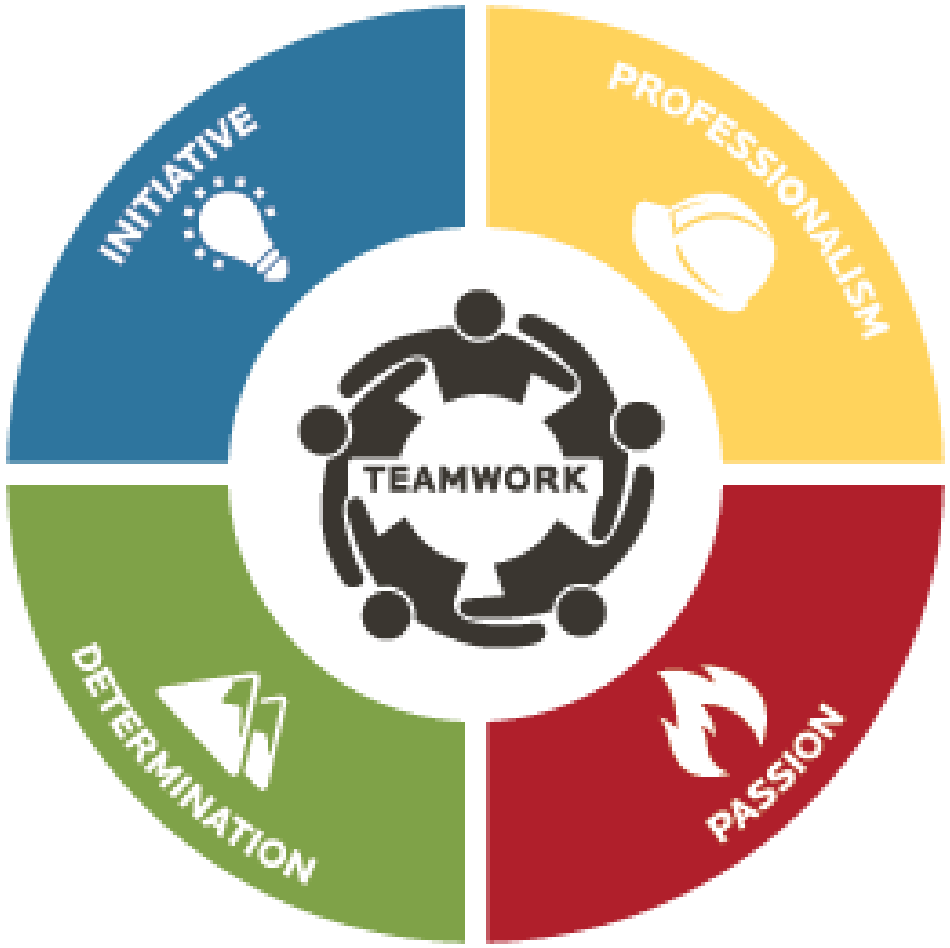
THE PATH TO EMPLOYER OF CHOICE



MODERN NIAGARA | *Design. Build. Service.*

- Building the country’s facilities where laws are made, life saving research is performed and families and friends gather.
- Diverse and inclusive.

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- Where are we at on our journey to become the Employer of Choice for great tradespeople and professionals?

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Questions

- Type your questions into the Chat feature of the webex
- Valerie Jakeway of the Conference Board will read the questions to the panel

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