



SAPPHIRE-GROUP

Consulting & Trainings

Safety Culture Assessment and Development

Basic to in-depth assessment used to:

- Evaluate employees' attitudes and behaviors relevant to safety practices and beliefs, rather than simply analyze company statistics
- Determines the current safety culture within the organization

SCA Purpose and Goals:

Identifies strengths

Identifies opportunities

Identifies gaps between reality
and organizational goals

Enabling us to provide
a customized strategy
for the overall
improvement of safety

What makes up a Safe and Productive Workplace?



SCA Approach

The comprehensive SCA includes both qualitative and quantitative methodology options including:

- Documents / Reports Review (included in SCA – Basic Package)
- Company-wide Questionnaire (included in SCA – Basic Package)
- ½ day SCA Leadership Workshop (included in SCA – Basic Package)
- Face-to-Face Interviews (value-add option)
- Focus Group (value-add option)
- 2 day Organizational Leadership Summit (value-add option)

SCA Basic Package

- Documents / Reports Review
- Company-wide Questionnaire
- SCA Report outlining key findings and recommendations
- 1/2 day SCA Leadership Workshop

SCA

Value-Add Options

- Face-to-face interviews
- Focus groups
- Multifaceted Report
- Organizational Leadership Summit

SCA

Value-Add Options

➤ **Face-to-face interviews**

- Clarifies questionnaire findings and further improves research validity
- Face-to-face interviews are conducted onsite with a representative sample of the organizations' employees, managers and supervisors

➤ **This value-add option includes:**

- 13 one-hour interviews; conducted at one location over 2 consecutive days with 2 managers, 3 supervisors, 8 employees
- Ideal for clients with multiple sites, specific areas of concern, performance variables

SCA

Value-Add Options

➤ **Focus groups**

- Interactive forum that guides participants through a series of questions and confidential discussions designed to clarify research results and identify potential root cause factors

➤ **This value-add option includes:**

- 1 day facilitated workshop with a group of leaders, supervisors and employees on topics and viewpoints relevant to the organizations' safety culture

SCA

Value-Add Options

➤ **Multifaceted Report**

- Deeper level of comparative analysis

➤ **Specific differences between basic SCA package report are:**

- Areas of improvement identified along with recommendations and a detailed plan for each
- Specific areas of concern amongst management / supervisors, potential training topics requiring attention, at-risk behaviors identified through interviews and/or focus groups
- Information and examples to identify best practices, actual real-world root cause factors and detailed recommendations and plans to close gaps

SCA

Value-Add Options

➤ **Organizational Leadership Summit**

- Recommended for organizations seeking change management, leadership development, and/or strategic planning services

➤ **This 1-day value-add option may include the following topics:**

- Success indicators used to assess progress
- Level and direction of cultural change necessary to achieve success
- How the findings of the report are translated into practice to achieve a safe work culture
- How they will reduce at-risk behaviors to achieve injury prevention and financial benefits
- How people are educated, organized, managed, motivated and rewarded
- What leaders must focus on and the examples they need to set to realize expected improvements



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