

Agenda and objectives

Organisational Just Culture Training

OBJECTIVES

The objective of the training is to provide an approach to just culture that can be implemented in daily operations within operational railway organisations. The training captures a holistic view on just culture throughout the entire organisation and its activities and the intent is for each participant to produce an action plan with the actions that suits the specific situation of the individual and his or her organisation.

Structure

Two online sessions every day following the content of the below “ERA Just Culture Flow”, in addition to this the last day is for the participants to present their own action plan, where they have the possibility to get feedback and discuss their chosen actions.



Please visit the [Basics Module](#) before the training.

AGENDA

Day 1

Time	Module	Training objectives
9:00 – 12:00	Introduction and “Search for inputs”	Presentation of the training and introduction of participants. Understanding of the importance of inputs for the learning organisation. Understanding of the right conditions for having and treating inputs.
BREAK		
13:30 – 15:30	Initialise understanding and care	Considering how to take care of staff in the immediate aftermath of an incident. Being aware of possible influencing variabilities affecting staff, and affecting behaviours

Day 2

Time	Module	Training objectives
9:00 – 11:00	Explore operational reasoning	Explore a structured approach to analyse and understand the facts and behaviours at the time of the action. Understanding contributing factors and being aware of biases and hindsight view.
BREAK		
13:30 – 15:30	Explore system influences	Acknowledge and understand the impact of systemic influence vs. local and individual actions.

Day 3

Time	Module	Training objectives
9:00 – 11:00	Decide and implement	Understanding of changes and sanctions based on gathered knowledge to ensure fair treatment and to improve the system. Handling of residual risk, mitigated by front line staff
BREAK		
13:30 – 15:30	Disseminate outcomes and monitor	Understand the importance of continuous feedback and the mechanisms to reinforce individual and organisational input and monitor the effects of just culture

Day 4

Time	Module	Training objectives
9:00 – 11:00	Integrate just culture	First group present their individual action plan
BREAK		
13:30 – 15:30	Integrate just culture	Second group present their individual action plan