



Learning & Growing as Safety Professionals

European Rail Safety Days 2021
Porto/ Portugal

My own journey....

incident

chemical engineering people
brazil undergraduate research
occupational safety engineering
better world environmental protection

agenda 21

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Knowing the Safety Science is essential to learn and grow

Safety Compliance	Safety Culture	Organizational Resilience
<ul style="list-style-type: none"> Scientific Management Behavior – based- safety 	<ul style="list-style-type: none"> Accident Proneness Safety Climate Safety Culture 	<ul style="list-style-type: none"> Human Factors System Safety High Reliable Organization Resilience Engineering Safety Differently Human and Organizational Performance

There is a need to draw from all areas of safety science
Applying their premises/ concepts, as needed, when facing practical situations in our role

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Evolution of the role of Health and Safety Professionals

1990	2000	2010	2020
Safety Technician <ul style="list-style-type: none"> Managing individual risks central to production E.g. Chemicals, critical mechanical systems, observers. 	Safety Advisor <ul style="list-style-type: none"> Supporting Line Management accountability for safety E.g. completing safety work activities, safety programs preparing reports, safety culture. 	Safety Officer <ul style="list-style-type: none"> Managing Compliance to Regulation E.g. Safety Management Systems, Inspections, Audits, Behaviour Based Safety, Certifications. 	Operations Facilitator <ul style="list-style-type: none"> Enhancing operational capacity E.g. open communication, creating foresight about risks, reducing goal conflict, understanding and supporting work.
		Safety Partner <ul style="list-style-type: none"> Supporting the delivery of management's safety goals and objectives E.g. external and internal communications, enterprise processes and systems, support delivery of operational objectives. 	

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SIEMENS

Observing the market and expectation gaps

Support management to implement safety processes to achieve the organization's safety goals.

Anticipate risks and changing conditions, and facilitate actions before materializing risks in the form of injuries.

To close the gap, we need to take everyone with us on this journey.

Show your organization what different the safety role can look like.

<ul style="list-style-type: none"> Lead implementation of procedures Monitor and measure performance Manage and set contractors to work Lead incident investigation and its closure <p>Employers (compliance)</p>	VS	<ul style="list-style-type: none"> Facilitate the transfer of information Identify goal conflicts Guide adaptability Enable operational learning <p>Occupational Safety Professional (care)</p>
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Understanding safety theories, stakeholders' expectations, and our own mindset are fundamental to thriving in situations we face in our role.

connect with leaders and others in your field to develop your knowledge and bring that back into your organization.

a safety professional needs at least a working understanding of: psychology, sociology, management science, organizational behavior, engineering and many other disciplines.

lifelong learning shall be safety professional's mantra

experiment with new ways of carrying on tasks in your role, challenge your capabilities and focus on your growth.

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Learning every day, in your own way

We enable our people to learn, on their own pace, from each other, from leaders on the field by creating

OPPORTUNITIES

Future Skills @ EHS
Global EHS Sessions
Idea Lounges
Healthy & Safety Differently
Safety Future course
Curated learning framework (under development)

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Find out the importance of learning and growing for you as professional... regardless of your main subject

WHY WHAT HOW

- Why are learning and growth meaningful?
- Why is learning key in the VUCA world?
- What are the benefits of having a new set of skills?
- What is expected from you as a professional?
- What is your role and your area of influence?
- What are your motivations?
- How to upskill yourself?
- How can you bring people with you on this journey?
- How to embed learning in your routine for growth?

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Thank You

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Safety Compliance

- Scientific Management
- Behavior – based- safety

Safety Culture

- Accident Proneness
- Safety Climate
- Safety Culture

Organizational Resilience

- Human Factors
- System Safety
- High Reliable Organization
- Resilience Engineering
- Safety Differently
- Human and Organizational Performance

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Applying their premises/ concepts, as needed, when facing practical situations in our role

Evolution of the role of Health and Safety Professionals

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- Managing individual risks central to production
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Operations Facilitator

- Enhancing operational capacity
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2020

Safety Officer

- Managing Compliance to Regulation
- E.g. Safety Management Systems, Inspections, Audits, Behaviour Based Safety, Certifications.

Safety Partner

- Supporting the delivery of management's safety goals and objectives
- E.g. external and internal communications, enterprise processes and systems, support delivery of operational objectives.

Source: Siemens Health & Safety Idea Lounge – Guest speaker Dr. Provan

Observing the market and expectation gaps

Support management to implement safety processes to achieve the organization's safety goals.

- Lead implementation of procedures
- Monitor and measure performance
- Manage and set contractors to work
- Lead incident investigation and its closure

**Employers
(compliance)**

VS

Anticipate risks and changing conditions, and facilitate actions before materializing risks in the form of injuries.

- Facilitate the transfer of information
- Identify goal conflicts
- Guide adaptability
- Enable operational learning

**Occupational Safety
Professional
(care)**

*To close the gap, we need to **take everyone** with us on this journey.*

*Show your organization what different the **safety role** can look like.*

Understanding safety theories, stakeholders' expectations, and our own mindset are fundamental to thriving in situations we face in our role.

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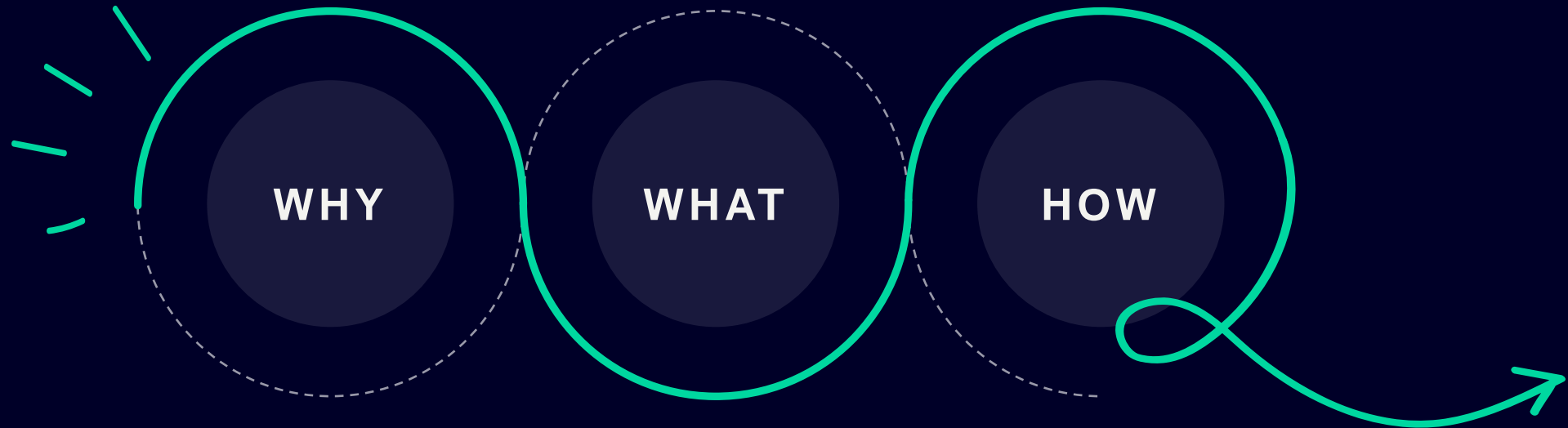
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Thank You



| Contact

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