

The Leader's Guide to Optimizing Safety Culture

Lessons from leading energy industry expert, Booga Gilbertson



OVERVIEW

Developing a strong safety culture that lasts is no small task. It can feel challenging to know where to start. Below you'll find proven and actionable steps you can take immediately to begin developing an even stronger safety culture.

ACTION PLAN:

1 Increase Visible Leadership

Increase your engagement at safety meetings and safety events

Walk around onsite and engage in meaningful conversations with employees about safety

Invite other leader(s) to increase engagement in safety meetings and safety events

2 Perform Mini Assessment

Review your safety dashboard for relevance and usefulness

View the ["Rethinking Safety Performance Metrics in the Utility Industry"](#) article for guidance

Review your organization's "safety artifacts" for alignment (*policy documents, executive safety summary, etc.*)

Calibrate your top 3-5 observations with a peer at your organization or in the safety community

3 4-Question Reflection

Answer the four questions below about your safety program:

1. What are your organization’s indicators that your safety program is delivering the intended outcomes?

2. What mechanisms facilitate alignment and participation in your safety program by all levels? (employees, management, senior leaders, etc.)

3. Which of your personal actions have shown to have the greatest impact on the safety culture?

4. How are you aligning safety objectives with your organization’s broader business strategy?

4 Purposeful Follow-Through

Summarize your findings and commit to the most impactful and feasible action step(s). Develop a simple way to track the impact of these actions and adjust accordingly over time.