

4TH SAFETY PSYCHOLOGY CONFERENCE

STRIVE TO UNDERSTAND, ADAPT & UTILISE THE PSYCHOLOGY BEHIND SAFETY BEST PRACTICE



14 - 17 DECEMBER 2020
ONLINE | AUCKLAND

LEARN FROM



Paul Robertson
Director, Health,
Safety & Wellbeing



Dr Kirstine Hulse
General Manager,
Health & Safety



Vanessa Matakatea
Environment,
Health & Safety
Manager



Chloe Stewart-Tyson
Group Health &
Safety Manager



Jess Boulton
Acting General
Manager, Safety &
Assurance



Karl Bridges
Managing Director



Andrew Mitchell
Group Health &
Safety Manager



Phillip O'Connell
Manager Safety
Improvement &
Analysis



Hillary Bennett
Director



Emma Blackburn
Managing Director



Janet Bowes
Health & Safety
Manager



Tracy Evans-Tracy
National HSE
Manager



Kim Payton
National Manager
Health, Safety &
Environment



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MASTERMIND YOUR SAFETY SUCCESS

If zero-harm is the ultimate goal, you must be one-hundred per cent committed to safe practice. The instruction manual for eradicating workplace harm is continually updated to reflect new risks, factors and technologies - so we can't rely on processes alone. Collaborative action is the driving force behind employee engagement, and psychology is the driving force behind human behaviour.

No matter the situation, the success of your safety strategy hinges on your ability to examine the underlying impact of human conduct, employee attitudes and psychological factors.

Join psychology experts and esteemed safety professionals from a variety of organisations as they shed light on building an organisation-wide commitment to improved health and safety. Dive into the psychological drivers of safety approaches and explore innovative strategies to leverage your safety strategy - accelerating your organisation toward zero-harm.

- ▶ **Safely** shape the decision-making process
- ▶ **Master** and leverage the psychology of behaviours
- ▶ **Promote** positive engagement
- ▶ **Discover** innovative safety approaches

WHO WILL ATTEND?

- ▶ Workplace Health and Safety Managers
- ▶ Safety General Managers
- ▶ Health and Wellbeing Managers
- ▶ Occupational Health and Safety Managers
- ▶ Operations / Site Managers
- ▶ Safety Consultants / Advisors
- ▶ Health and Safety Lead / Advisor / Coordinator
- ▶ Health, Safety and Environment Managers
- ▶ Organisational Development Professionals
- ▶ Occupational Therapists
- ▶ Risk and Compliance Managers
- ▶ Hazard Control Specialist
- ▶ Environmental Safety Engineer

PRE-SUMMIT WORKSHOP

14 DECEMBER

THE PSYCHOLOGY OF SAFETY MEETINGS

As workplaces grapple with the complexities of implementing safety change, meeting information gets lost or forgotten due to inadequate practices. Learning opportunities are missed in light of competing priorities, information overload, lack of shared attention and failure to identify and incorporate relevant learning sessions. Team members often have different perceptions about safety meeting topics and ambiguous approaches to implementation and contributing to team learning.

This interactive workshop takes you through nine areas of modern meeting practices that consciously and deliberately address these problems. Through application to your role and organisation, you will be able to plan, implement and facilitate fewer meetings with a higher return on investment, improved engagement and enhanced productivity.

Diagnose

- ▶ Current measurable costs, resources and outcomes
- ▶ Understanding the perceptions of every stakeholder
- ▶ Discover how to audit your meetings
- ▶ Determining an early baseline for ongoing development

Learn

- ▶ Establish a willingness to do things differently
- ▶ Incorporate the Nine Meeting Principles for modern meeting practices
- ▶ Reflection is key to the continual analysis of developments

Implement

- ▶ How to design theoretical application into real scenarios
- ▶ Drive the agreed actions together
- ▶ Recognise the achievement of milestones
- ▶ Review processes and maintain sustainability

EXPERT FACILITATOR

Mandy Lacy
Consultant, Coach, Educator, Chair
Mandy Lacy Consulting Ltd

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UNCOVER CONTEXT TO SHAPE DECISIONS

KEYNOTE

9:00 - 9:50

While safety management strategies have a holistic design, they are systemically responsible for attitudes and behaviours at an individual level. To pinpoint and prevent predictable failures, you'll need to weave safety into management decisions, securing engagement and trust with all staff. Only then will your safety strategy achieve organisation-wide appreciation - and prevention - of dangers.

Paul Robertson

Director, Health, Safety & Wellbeing
Massey University



DESIGNING A SAFETY SYSTEM THAT RECOGNISES THE UNPREDICTABILITY OF HUMAN NATURE

CASE STUDY

9:50 - 10:40

We can't eradicate threats, but we can minimise them. Discover how Phillip designed a collaborative safety system that understands human error and can identify risks before they become dangerous by distinguishing mentalities, ideas and decisions.

Phillip O'Connell

Manager Safety Improvement & Analysis
Airways New Zealand



THE 1 IN 188 RULE THAT WILL CERTAINLY KILL YOU ONE DAY

EXPERT COMMENTARY

11:00 - 11:50

We've witnessed more focus around Human Factors and Safety in recent years – mostly driven by Safety II, Safety Differently and HOP. While it's magnificent to see professionals embrace the philosophy, change their systems and develop innovative practice, many are still giving little thought to the underlying cognition of behaviour. Karl will detail the notable causes of individual incidents that heighten accident-prone tendencies. He will also share innovative practices to help you combat the 1 in 188 rule.

Karl Bridges

Managing Director
HFEX



WHEN A CRISIS COMES, IS THE PROJECT OR THE PEOPLE THE PRIORITY?

CASE STUDY

11:50 - 12:40

The fire at the New Zealand International Convention Centre in 2019 spurred a massive realisation for Vanessa. The rooftop fire took nine days to extinguish, with 200,000 litres of water flowing to the lower levels as firefighters fought to contain the blaze.

Those who had spent years constructing the nearly completed building watched it burn, unable to enter the building and work for four months after the fire.

Vanessa was able to understand, process and respond to the psychological damage caused - and was able to assist those affected in recovery.

Vanessa Matakatea

Environment, Health & Safety Manager
Fletcher Construction Company Ltd



RECOGNISE THE PSYCHOLOGY UNDERPINNING WHY PEOPLE EXPOSE THEMSELVES TO RISK

PANEL

1:40 - 2:40

Why do people expose themselves to risk? It's the million-dollar question, and it's our responsibility to find the answer. To succeed, we must recognise the psychological factors which drive the decision-making process.

Our esteemed panellists will discuss how they have been able to realise the risks and how you can develop a preventative safety strategy.

Debbie Sinclair-Paton

Manager Health, Safety & Emergency Management
Ministry of Justice



Kim Payton

National Manager Health, Safety & Environment
NZ Bus



Tracy Evans-Tracy

National HSE Manager
Electrix Limited



Chloe Stewart-Tyson

Group Health & Safety Manager
Beca Group Ltd



HUMAN VARIABILITY - RISK OR DEFENCE?

EXPERT COMMENTARY

2:40 - 3:30

Humans err, deviate and drift. The focus on personal shortcomings frames human beings as negligent, inattentive, risk-taking villains. This view is prevalent in Safety-I thinking, where people are a problem to be fixed. When developing into a Safety-II workplace, you must recognise human variability as necessary, as the ability to adapt is often a defence - not a risk.

Hillary Bennett

Director
Leading Safety



"DON'T DO THAT!" & OTHER SAFETY COMMUNICATION BLUNDERS

CASE STUDY

3:50 - 4:30

It's not about what we do, but how we do it. We strive for concrete safety behaviours, but how do we avoid making simple mistakes when communicating safety? Andrew will help you gain a deeper understanding of the psychology behind how and why people respond to safety messages. With a few minor tweaks, you can gain cut through and achieve engaged safety outcomes.

Andrew Mitchell

Group Health & Safety Manager
Silver Fern Farms



PLUS TWO WORKSHOPS!

Plus two separately bookable interactive workshops before & after the event



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UTILISE SAFETY SCIENCE TO BUILD INFORMED PRACTICES

KEYNOTE

9:00 - 9:50

A wealth of science and psychology is waiting to be understood, used and developed. Unfortunately, science is often overlooked when health and safety professionals build their strategies. Dr Hulse believes we need it to inform our practices and boost early adoption of scientific findings to ensure the continual development of successful safety strategies.

Dr Kirstine Hulse

General Manager, Health & Safety
Cavalier Bremworth NZ

**BRING THE PEOPLE BACK INTO SAFETY**

CASE STUDY

9:50 - 10:40

When exposed to traumatic events, it's the decisions made and systems in place that determine the outcome. Join Jess as she delves into how she re-imagined safety within Transdev through building healthy engagement and collaboration, ensuring everyone actively and willingly prioritises their responsibilities.

Jess Boulton

Acting General Manager, Safety & Assurance
Transdev Australasia

**ARE NEW SAFETY INNOVATIONS DISENGAGING STAFF?**

PANEL

11:00 - 12:00

Innovation and technological advances are driving organisations towards achieving their safety goals. However, producing engagement throughout change is easier said than done. Join our expert panellists as they delve into their experiences, teaching you how to innovate and engage successfully.

Shane Lewis

Occupational Health & Safety Manager
Auckland Council

Janet Bowes

Health & Safety Manager
Lumino The Dentists

**RECOGNISE PERFORMANCE METRICS AS A PIECE OF THE ENGAGEMENT PUZZLE**

CASE STUDY

12:00 - 12:50

Getting bogged down in stats and metrics can feel a million miles away from championing positive safety psychology. But sometimes the figures can tell you more than meets the eye.

RECOGNISE & OVERCOME PSYCHOLOGICAL BARRIERS TO SAFETY

CASE STUDY

1:50 - 2:40

How could psychology be applied to safety professional roles? It was found that repeat offending behaviours that act as roadblocks in the way of safety goals. Join us as we shine a spotlight onto the mentalities that may be inhibiting the success of your safety strategy.

BE PROACTIVE WHEN DEVELOPING SAFETY MANAGEMENT STRATEGIES

EXPERT COMMENTARY

2:40 - 3:30

Does your safety strategy actively address the risks of oversight? Or does it merely identify risk? Having enjoyed a 20-year career in aviation, Emma will reveal the hows and whys behind behaviour and help you develop systems to recognise, educate, and mitigate these risks before they arise.

Emma Blackburn

Managing Director
Kerb Appeal

**IMPLEMENT YOUR SAFETY STRATEGIES**

ROUNDTABLE

3:50 - 4:30

Summarise the takeaways and recognise how you can utilise your newfound knowledge within your workplace.

Mandy Lacy

Consultant, Coach, Educator, Chair
Mandy Lacy Consulting Ltd

POST-SUMMIT WORKSHOP

17 DECEMBER

THE PSYCHOLOGICAL FACTORS UNDERPINNING SAFETY CULTURE

Mindset and Practices

An engaged health and safety culture hinges on employees having a safety mindset and demonstrating sound safety practices. Research confirms that health and safety outcomes are linked to a safety mindset, enabling team members to be engaged in ever-evolving safety culture.

The synergy between mindset and practice is critical to safety culture. An understanding of the underlying psychological factors and motivators will enable you to lead your organisation's safety culture and create a safe working environment.

What You Walk Away With...

This intensive masterclass will delve into the why's of these underlying psychological frameworks. Explore the drivers, unpack the human elements, and build a practical plan to create powerful programs that will transform mindsets and uplift safety in your organisation.

Dr Hillary Bennett will examine the main causes of a disengaged workforce and explore ways to overcome obstacles blocking a connected safety culture.

Mindset and practices to develop an engaged health and safety culture

- ▶ What is a safety mindset?
- ▶ A mindset and practices framework for understanding safety culture
- ▶ Strategies to change the mindset in teams and across your organisation

Relationship between the safety mindset and safe practices

- ▶ Why do people do what they do?
- ▶ Applied behavioural analysis (ABCs) to correct unsafe behaviours
- ▶ What can be done to give people the best chance of making safe behavioural choices and judgements?

Assessing safety culture in your organisation

- ▶ Tracking safety mindset and practices across the organisation
- ▶ Explore links between safety culture and psychological drivers
- ▶ Use the current mindset and practice to identify health and safety gains

The role of leadership to develop and sustain an engaged health and safety culture

- ▶ How leaders shape the safety culture
- ▶ Leadership mindset and practice for an engaged workforce
- ▶ Health and safety leadership - a 'wicked' problem?

EXPERT FACILITATOR

Hillary Bennett
Director
Leading Safety

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7 - 10 DECEMBER 2020

VIRTUAL

WHAT OUR DELEGATES ARE SAYING

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" I have found such great value in attending these two days out of the office. Such wonderful speakers I could relate to and found inspiring. "

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