



Behavior Based Safety

"A Leadership Checkup"



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Leadership “Vital Signs” For Healthy BBS Programs



- **D**irection
- **C**ompetence
- **O**pportunity
- **M**otivation

Direction – Where are You Going?

- Is the direction clear?
 - What's your BBS vision?
- Is the direction consistent?
 - Do all levels of leadership describe the same vision?
- Is the direction coherent?
 - Does your vision fit with your larger safety principles?
- Is the direction credible?
 - Does your workforce believe you?

Health - Good!

Competence – Workforce Skills and Knowledge?

• Observer Skills?

- What's a behavior vs. what's a condition?
- Positive vs. negative feedback ratio? Willingness?
- What's safe vs. unsafe for the observer?

• Workgroup Capabilities?

- Can they manage and interpret BBS data?
- Can they coordinate efforts in the workgroup?
- Can they implement action plans?

• Steering Team?

- Can they identify opportunities from BBS data?
- Can they translate the BBS vision to action plans?
- Do they work efficiently together?

Health - Caution

Opportunity – Resources, Authority, & Information



- Do Observers have the Time?
- Does the Steering Committee have the time?
- Is your data system adequate?

Health - Good!

Motivation – Do They *Want* to or *Have* to?

- If Observers participate because they “*have to*”
 - Minimum performance is achieved
- If Observers participate because they “*want to*”
 - Discretionary effort

Health - Borderline

Rx – For a Healthy BBS Program

- Direction
 - Set and share a vision for the BBS program
 - Empower the steering team
 - Meet with workgroup champs

- Competence
 - Train observers, champs, and steering team

- Opportunity
 - Make time for daily observations
 - Support champs and steering team participation
 - Get software that works!

- Motivation
 - Discuss BBS directly with frontline employees
 - Provide feedback to employees on findings
 - Reward & celebrate good BBS performance

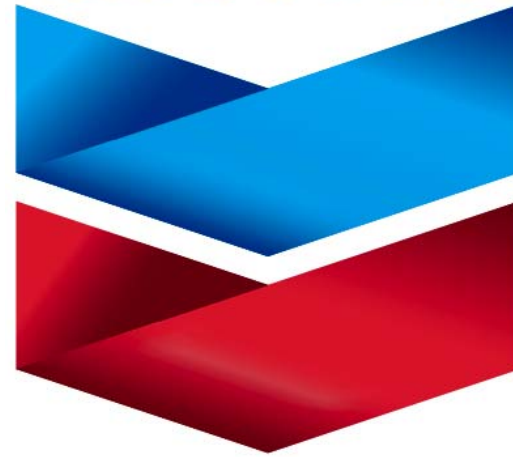
A Healthy Program Needs Leadership In All Dimensions



Direction	Competence	Opportunity	Motivation	Result



Chevron



Thank You