hsi donesafe

Joining the Dots

Practical system solutions for strongly siloed organisations

Joel Fuller: Solver

What are the dots?

Circumstantial

Departments

Platforms

People

Systems

hsi donesafe

Lay of the land

Is there a problem?

- Many sources of truth
- Interpretation
- Let's stress test this!

LAG
indica
Safet

Low

High

2022 Safety Leaders Survey

What are your organisations key challenges for effective reporting & data analysis?

Top 3 Responses

- Creating actionable data - **49%**
- Ability to consolidate data from disparate sources - **48%**
- Reliably obtaining good quality input data - **48%**

hsi donesafe

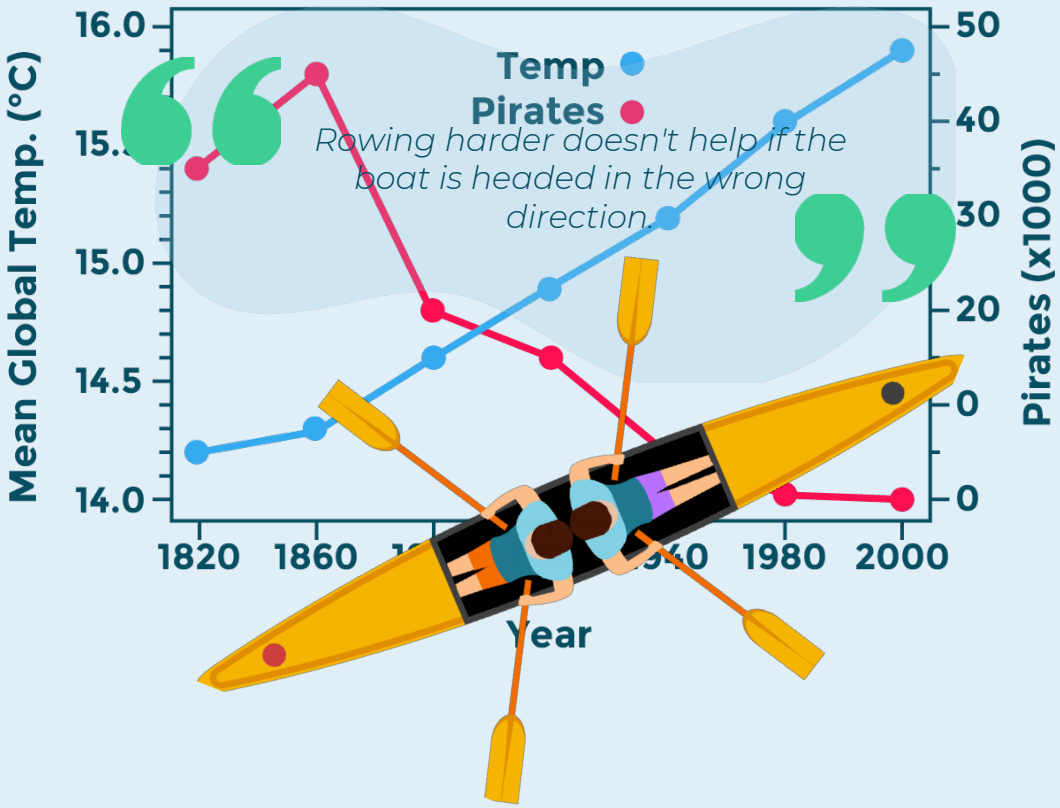
The Why

- **Why is it important to join the dots?**
- **Taking a whole person approach**
    - What **IS** a whole person approach?
    - It's code for **EVERYTHING** that affects someone's welfare.
    - It's about driving attitudes **FROM THE TOP**. But not everyone gets it.
- **What's the future?**

hsi donesafe

The Shift

- **It's about a change of focus**
  - Focus more on workforce, more on people and more on welfare, and less on just injuries/incidents/risks
  - Moving away from a narrow focus to a helicopter view
- **Utilizing data to connect the dots**
  - Moving towards a genuinely single source of truth
  - How do we work towards a single source of truth?
    - ✔ Use a common tool
    - ✔ Eliminate doubt
    - ✔ Data doesn't always tell the full story



hsi donesafe

Putting into practice

Looking at pre-injury and post-injury

hsi donesafe

Pre-Injury

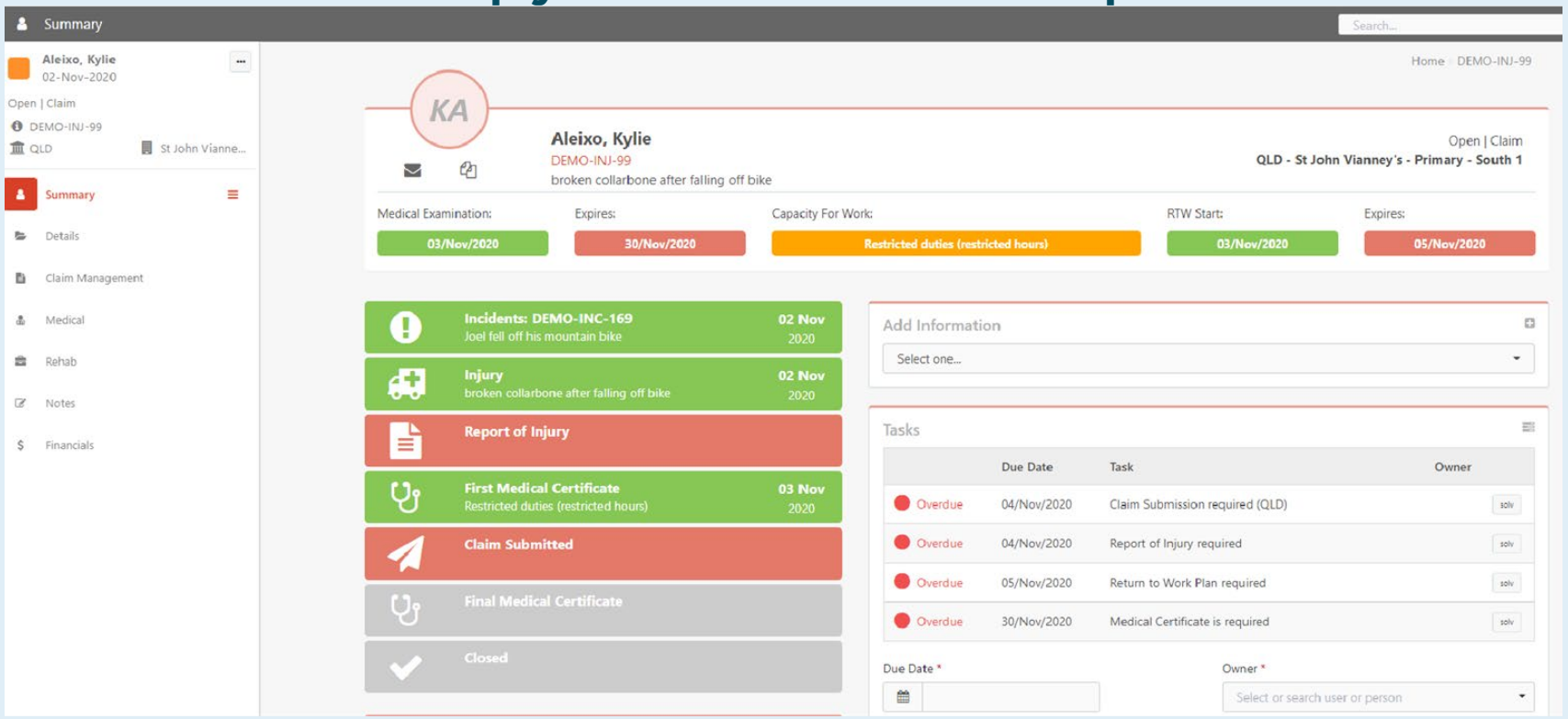
- Safety silos
- Trigger events
- Whole person safety

hsi donesafe

Post-Injury

- Learnings
- Trend analysis

Keep yourself safe in the workplace



Get someone else to do all your heavy lifting

Employee Engagement

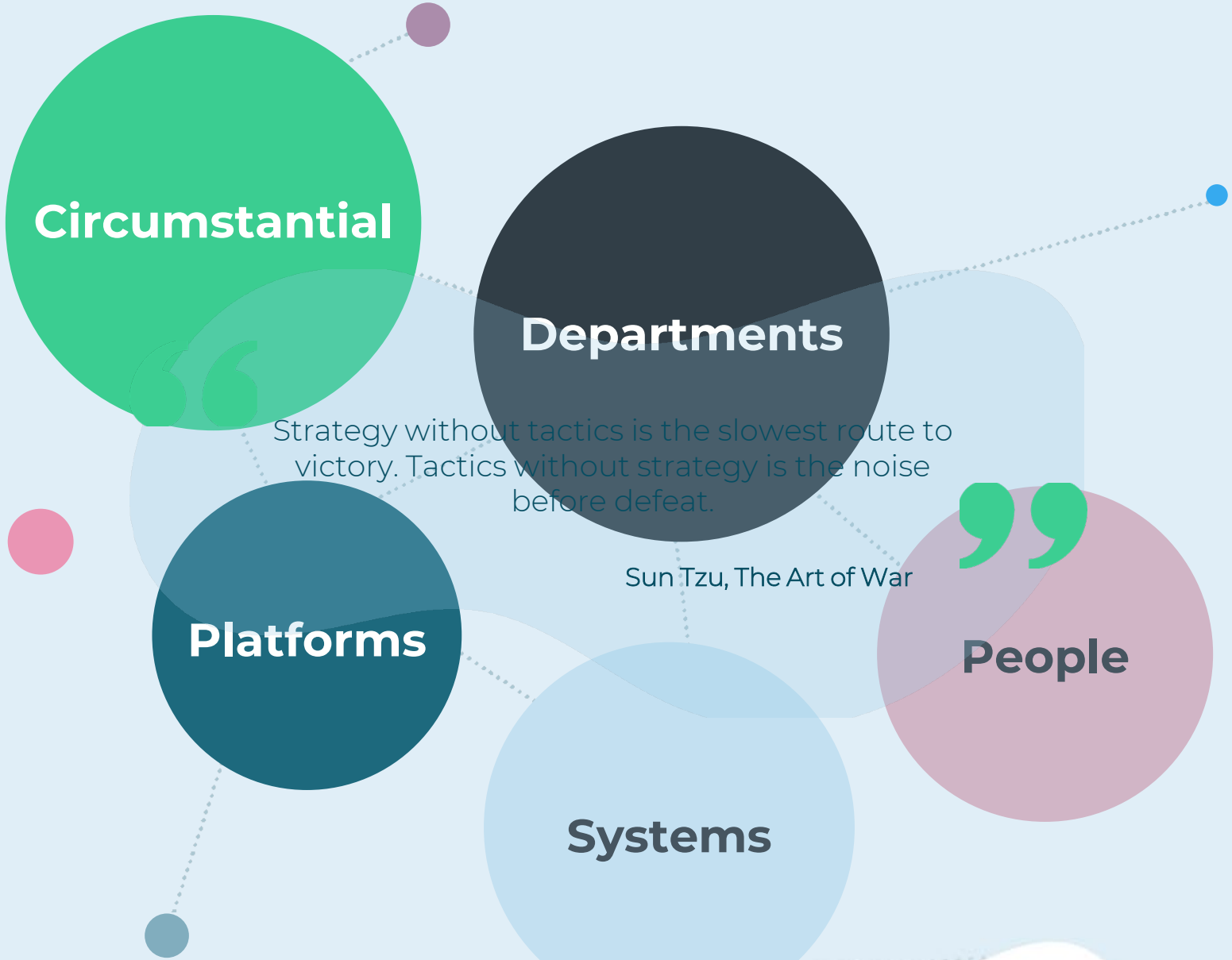
- How we want our people to engage
- Pre and post injury engagement

Leadership

- Upskilling
- Not a tick and flick exercise
- Oversight/reporting
- Engagement

Actionable Data

- Bringing it all together
- Better insights - moving from hindsight to foresight



hsi donesafe

Are we there yet?

- Collaboration between core departments (Safety, L&D, Injury, HR)
- Integrated platforms - data centralisation
- Working with what you got - workflows, processes, tools etc.

> *In the land of the blind,*
> *the one-eyed man is King*

hsi donesafe

Please share your questions