

Joining the Dots

Practical system solutions for
strongly siloed organisations



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What are the dots?



Circumstantial

Departments

Platforms

Systems

People

Lay of the land

Is there a problem?

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

LAG
indica
Safet

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%**

Low

High

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?



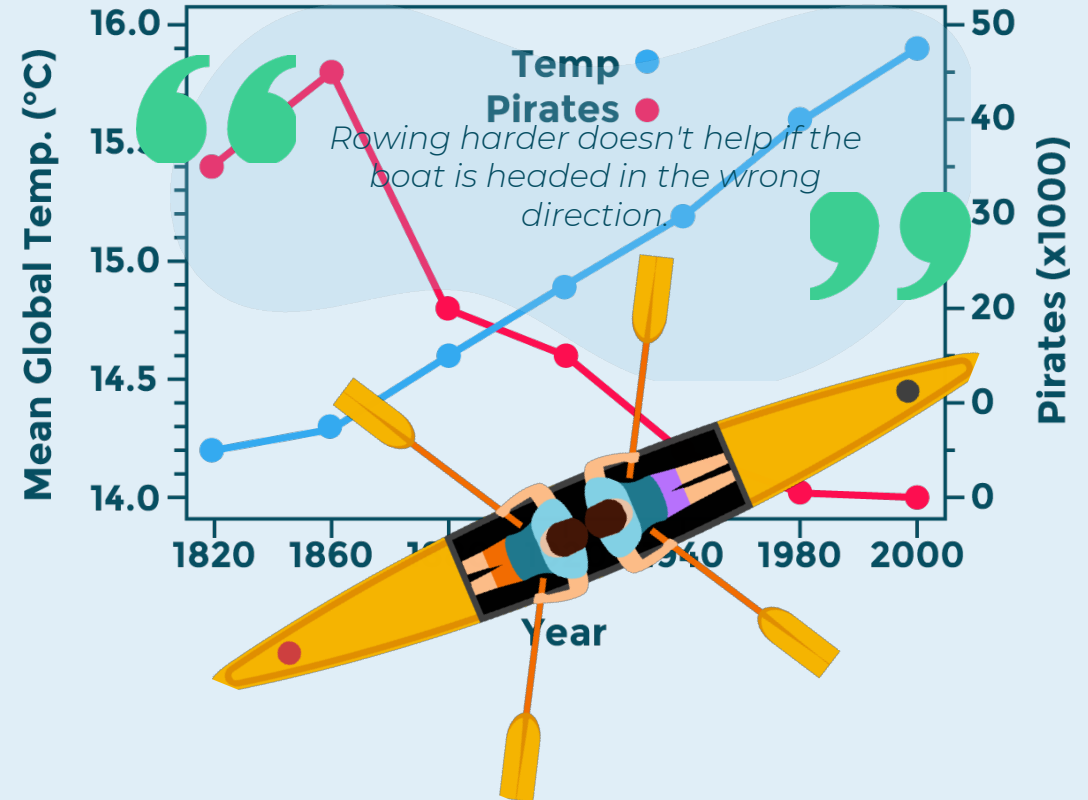
The Shift

- **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

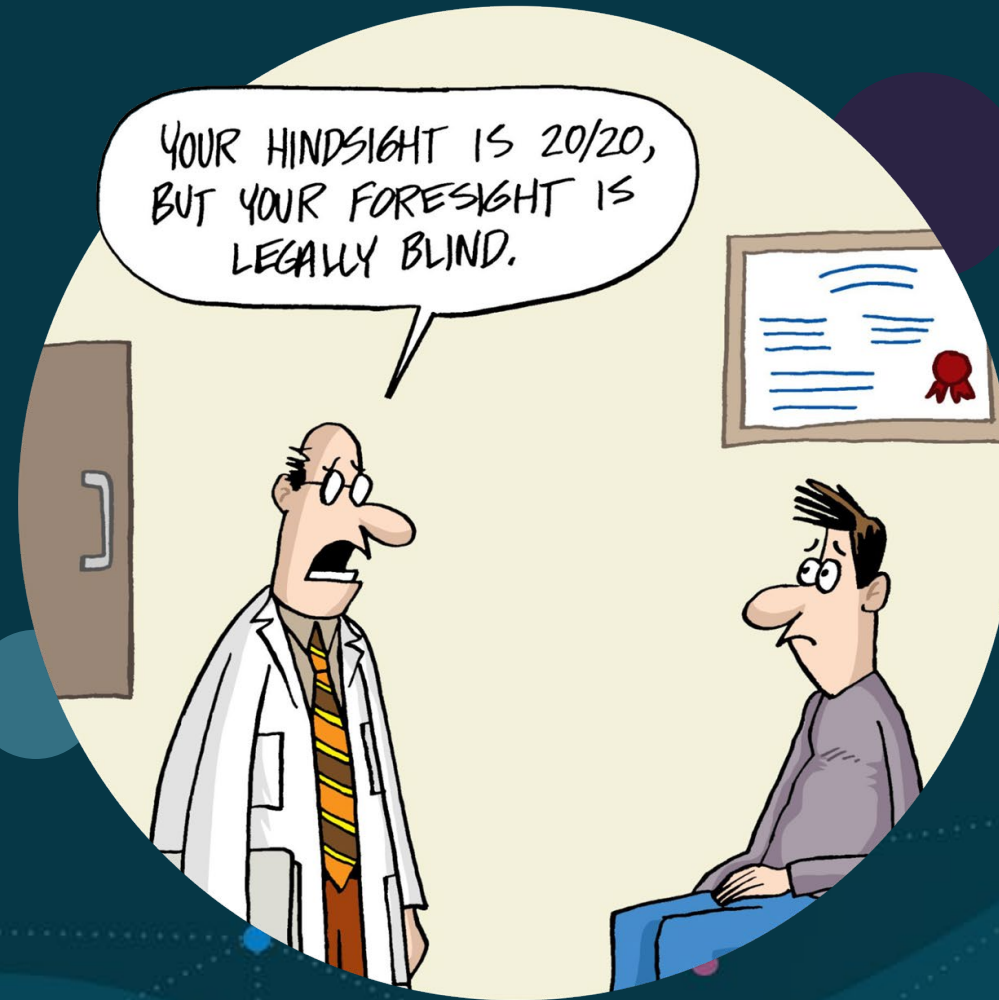
- **Utilizing data to connect the dots**

- 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



Putting into practice

Looking at pre-injury
and post-injury



Pre-Injury

- Safety silos
- Trigger events
- Whole person safety



Post-Injury

- Learnings
- Trend analysis

Keep yourself safe in the workplace

The screenshot displays a software interface for managing workplace injuries. The main header shows the user's name 'Aleixo, Kylie' and the claim ID 'DEMO-INJ-99'. Below this, there are several key dates and statuses: Medical Examination (03/Nov/2020), Expires (30/Nov/2020), Capacity For Work (Restricted duties (restricted hours)), RTW Start (03/Nov/2020), and Expires (05/Nov/2020). A central section lists various milestones: Incidents (DEMO-INC-169), Injury (broken collarbone after falling off bike), Report of Injury, First Medical Certificate (Restricted duties (restricted hours)), Claim Submitted, Final Medical Certificate, and Closed. On the right, there is a 'Tasks' section with a table of pending actions, all marked as 'Overdue'.

Due Date	Task	Owner
Overdue 04/Nov/2020	Claim Submission required (QLD)	[owner]
Overdue 04/Nov/2020	Report of Injury required	[owner]
Overdue 05/Nov/2020	Return to Work Plan required	[owner]
Overdue 30/Nov/2020	Medical Certificate is required	[owner]

Get someone else to do all your heavy lifting

Employee Engagement

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



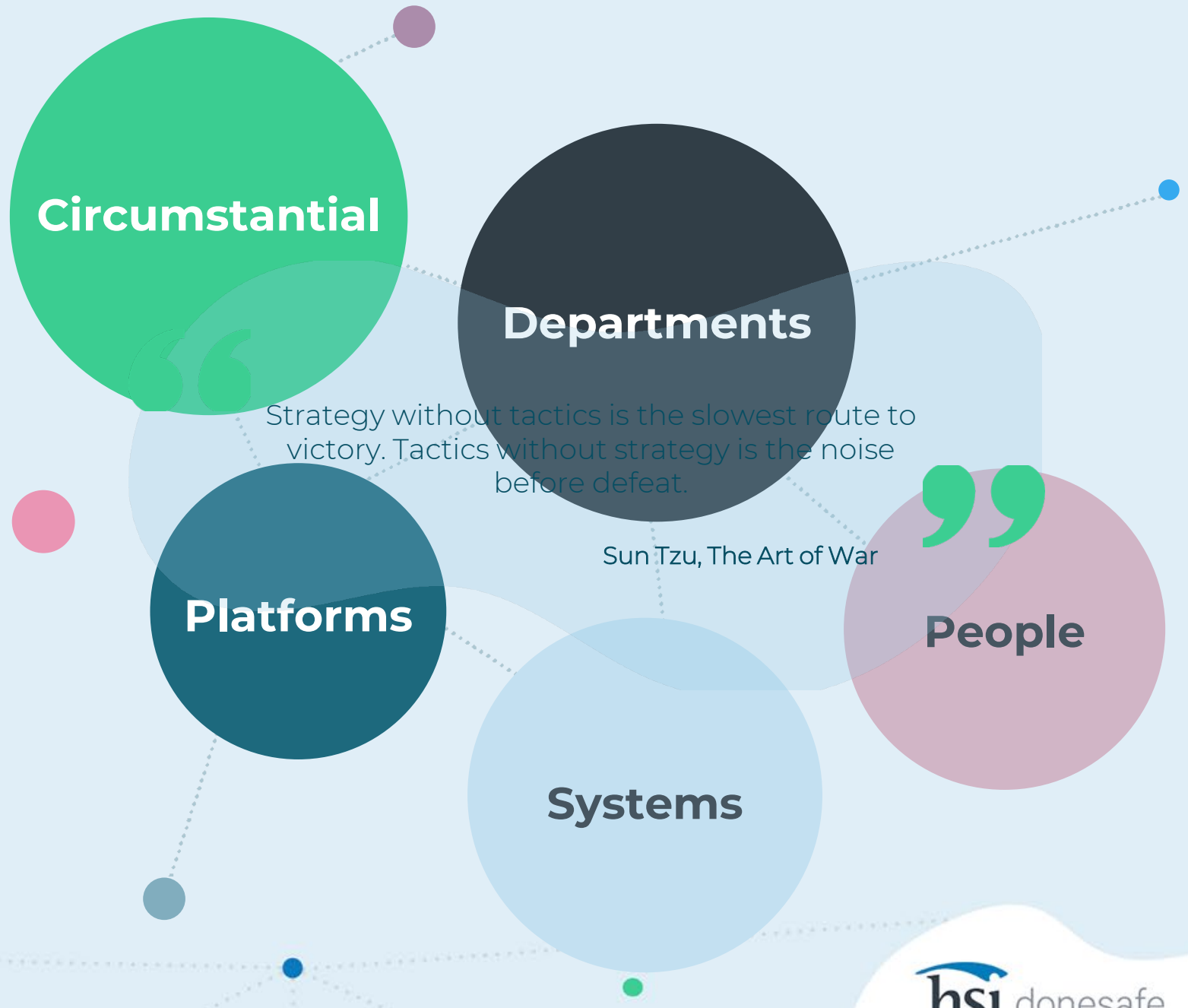
Leadership

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



Actionable Data

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



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*



A decorative graphic on the left side of the slide. It features a central purple hexagon surrounded by several smaller circles in shades of blue, green, and pink. Dotted lines connect some of these circles, forming a network-like structure. The background is a dark teal color with a large, lighter teal abstract shape on the right side.

**Please share
your questions**