

The Next Generation in Health & Safety Leadership

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GLENCORE



'Improving health and safety in challenging times'

Introduction - The Challenge

- Glencore NQ Copper Operations employs ~3500 employees/contractors
- In 2011 faced a plateau in safety performance
- Sought a safety culture shift
- Needed to engage the whole workforce and reinvigorate safety
- Needed to enhance traditional behaviour based safety approaches
- Align corporate strategies, engage leadership and demonstrate the right investment in safety results in positive performance and financial return



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The Solution

- Late 2011 Glencore NQ Copper Operations partnered with Conexus Consulting to develop an effective and tailored Safety Leadership solution
- The solution was based on the Switch On framework developed by Conexus
- Switch On focuses on personal beliefs and making better choices at work and home



The Solution

• Objectives of the program include:

- Creating a shared belief and commitment that all incidents are preventable
- Providing visible felt HSEC leadership
- Providing participants with the skills to influence others
- Giving participants the confidence and skills to intervene when they see an at risk behaviour or condition
- Increasing hazard and near hit awareness
- Extending safety awareness to the home and community
- Creating safety action plans for the workplace



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- **Phase 1** – Two day “Switch On” workshops for leaders has had in excess of 500 participants
 - **Phase 2** – One day “Switch On” workshops for crew members has had in excess of 3000 participants
 - **Phase 3** – Embedding Systems and Coaching
- *Program launched in September 2011 and continues today*



Conexus Core 4 Model



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“Switch On” Concepts

Conexus Belief Model



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Conexus Circle of Choice model



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Conexus Circle of Choice Model



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Conexus Top 4 Model



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Conexus Core 4 Model



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Engage

- Engages leaders to collaborate with their managers/supervisors/superintendents and obtain their commitment to the process
- They advocate the program with their teams and other departments
- Open and close sessions to demonstrate commitment
- Encourage others to attend workshops and ensure action plans are progressed after attending "Switch On"



Reinforcement



Refresh key concepts presented in the workshops across a variety of forums:

- Display of Switch On key models on monitors/hard copy posters on site
- Recognition awards
- Home and community campaigns
- Safety Leadership Coaching (group and individual)



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A number of initiatives were employed:

Systems

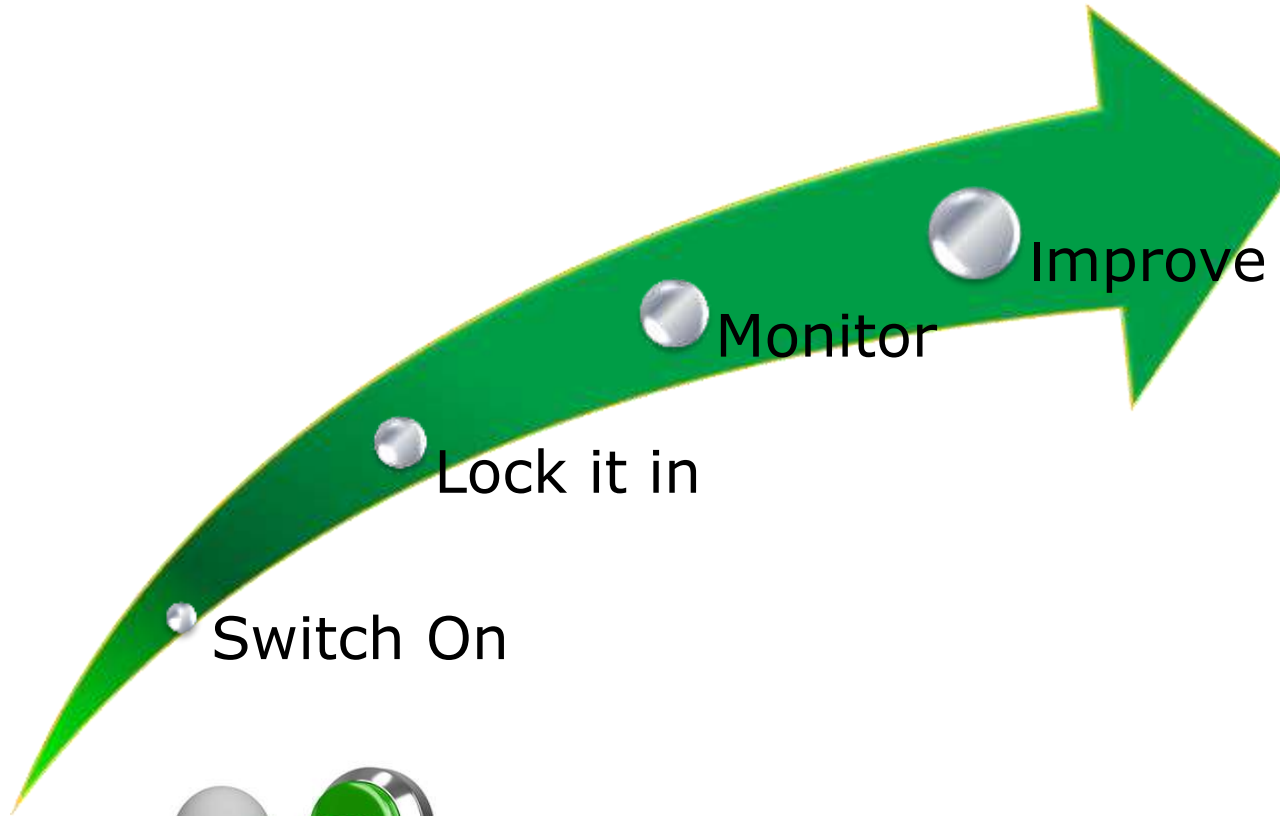
- Revised inductions for new starters
- Revised Workplace Observation Program
- Enhanced basic hazard identification messages
- Enhanced safety and deployment meeting messages

The Journey so far.....



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The Journey so far...



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