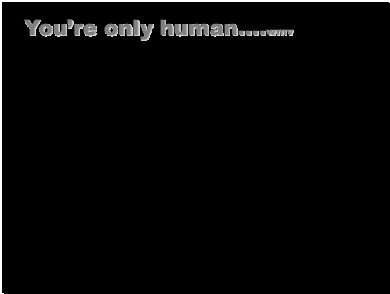


Slide 1



Slide 2



Slide 3



Slide 4



green
beans
&
ice cream

THANK YOU
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GREENBEANFEEDBACK.COM


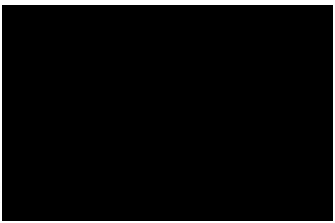
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**SHOOTOUT
AT
ASSP
DENVER**

Email me for the link:
bill@billsims.com

Slide 6


Conklin



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Slide 7

Geller




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Slide 8

"I think the worker is as safe as the worker needs to be. Behavior based safety is history. HOP is the path forward"

Todd Conklin, PHD




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Slide 9

"You don't understand Behavior Based Safety Todd...you weren't there when it was started."

Scott Geller, PHD



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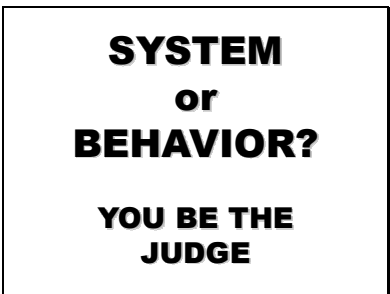
Slide 10



Slide 11



Slide 12





Slide 13

SYSTEM 101

-leaders work on the system

-workers work in the system





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Slide 14

System vs. Behavior

So is it really one or the other?

Is it the **SYSTEM or **BEHAVIOR**?**



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Slide 15

**SYSTEM
or
BEHAVIOR?**

**System Thinking
101**

Slide 16

Management Systems Thinking says
Things go right because:

- Systems are well designed and maintained
- Planning can anticipate and compensate for abnormal conditions
- Procedures are complete, correct and current
- People behave as they are expected to — as they are taught
- Therefore, humans are a liability and performance variability is a threat.

Slide 17

Human Performance Thinking says
Things go right because people

- Learn to overcome design flaws and functional glitches
- Adapt their performance to meet the demands of a dynamic work environment
- Interpret and apply procedures to match changing conditions
- Can detect and correct when things go wrong
- Therefore, humans are an asset without which the work could not be successfully completed.

Slide 18

Work as Planned vs. Reality

Normally Successful!

Slide 19

Quick workout

- WHY DO THINGS GO RIGHT

Slide 20

Case study – California 200

IDENTIFY SYSTEM AND BEHAVIORAL HAZARDS



- WHICH ONES WORKED?
- WHAT ONES FAILED?

Slide 21

**Group Exercise:
Off Road Race**

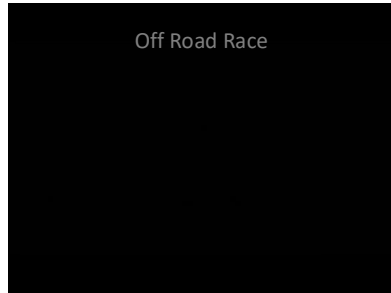
Form 2 teams..

System Team
Human Behavior Team



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Slide 22





Slide 23

Group Exercise:

System Team-What were the system factors?

Human Team-What were the human factors?



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Slide 24

INVESTIGATION OUTCOME

BLM sued Desert Race Agency of not enforcing its own rules

- Not enough staff to keep eye on the crowd
- Did not use necessary safety measures – temp fence – to hold spectators back
- Driver – reckless driving.??
- Driver left the sport

Slide 25

SYSTEM
or
BEHAVIOR?

Not so fast...

Slide 26

Sully

Slide 27

Can we get serious now?

Slide 28

How could we improve the system for Sully?

Was there a blue line? (Birds)

What were the human behavior factors? (Sully)

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Slide 29

About Humans...

"Excessive automation at Tesla was a mistake. Or, to put it more precisely, my mistake. Humans are underrated." --**Elon Musk**

Self Driving Cars—200 milliseconds

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Slide 30

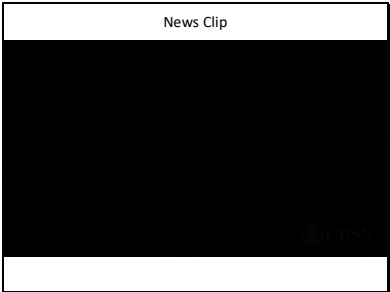
**SYSTEM
or
BEHAVIOR?**

**YOU BE THE
JUDGE**

Slide 31



Slide 32



Slide 33



Slide 34

**SYSTEM
or
BEHAVIOR?**

**YOU BE THE
JUDGE**

Slide 35

**CAN WE
GET
SERIOUS
NOW?**

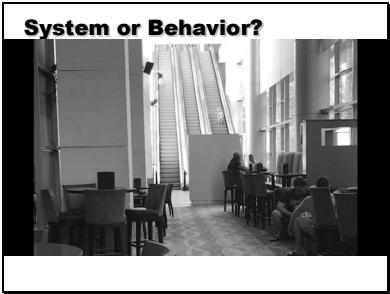
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Slide 37



Slide 38



Slide 39



Slide 40

**Antibiotics-based in science
BBS-based in science**

**Do people always take as
directed?**

Do they always work?

**Would anyone say antibiotics
are a failure?**

Slide 41

It is all behavior. Behavior is how we accomplish all of the things we need to accomplish in safety.

In fact, business is behavior. Period.

To be anti-behavior is to ignore the science....the science that provides the strategies to decode and motivate all the behaviors we need to create and sustain a safe workplace.

Being anti-behavior is akin to a drug company deciding to be anti-chemistry.

Judy Agnew, PHD

Slide 42

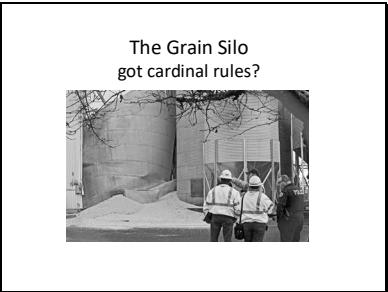
**SYSTEM
or
BEHAVIOR?**

(IT DEPENDS)

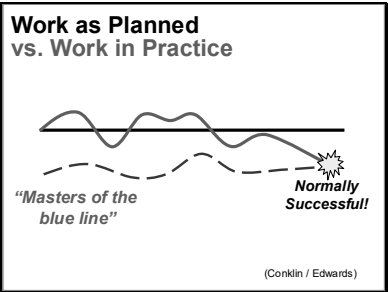
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Slide 44



Slide 45



Slide 46



The final fix?
Eliminate the Grain Silo

Slide 47

'A person who is given blame learns how to avoid the blame next time, while the person who gives blame learns nothing. As a result, things continue to go wrong . . .'

--Bill Salot

Slide 48

CEO's and Celebrations the morning before....





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Slide 49

The morning of the Horizon Disaster....


Do you have the absence of accidents.... Or the presence of safety at your company?



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Slide 50

Sea World: 2006



Perfectly Designed for a Fatality
Rehearsing for a Fatality
Business is behavior....to change your results....

Questions? bill.sims@billsims.net

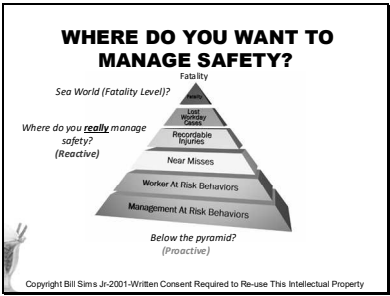
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YOUR MISSION:

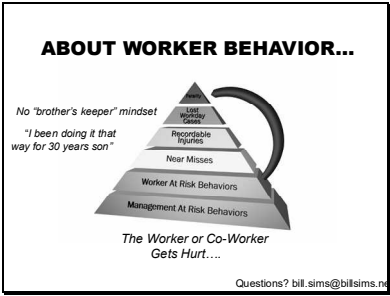
**Stop the rehearsal
for the next injury.**

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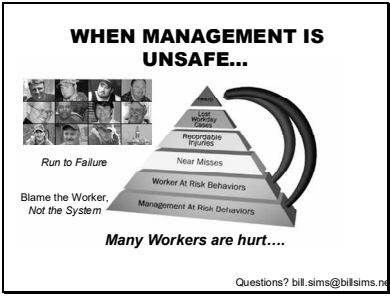
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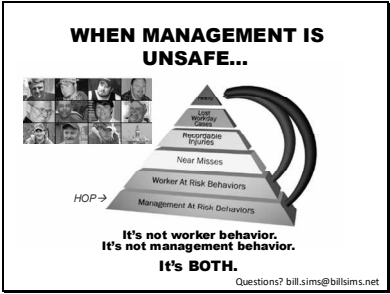
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Slide 54



Slide 55



Slide 56



Slide 57



Slide 58



Slide 59



Slide 60



Slide 61

SYSTEM
or
BEHAVIOR?
IT'S BOTH!


Slide 62

**How do you get Voluntary Effort
in the Moment of Choice?**

**How do you go beyond zero
injuries?**

**How do you measure & manage
positive reinforcement?**

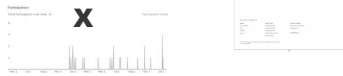
Scan the Code



Slide 63

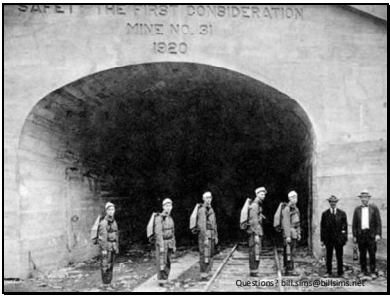
Smartcard System™
When you can measure it, you can manage it.

WIIFM is answered. Yes ?
**Tracks who gives PR+
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Slide 64



Slide 65