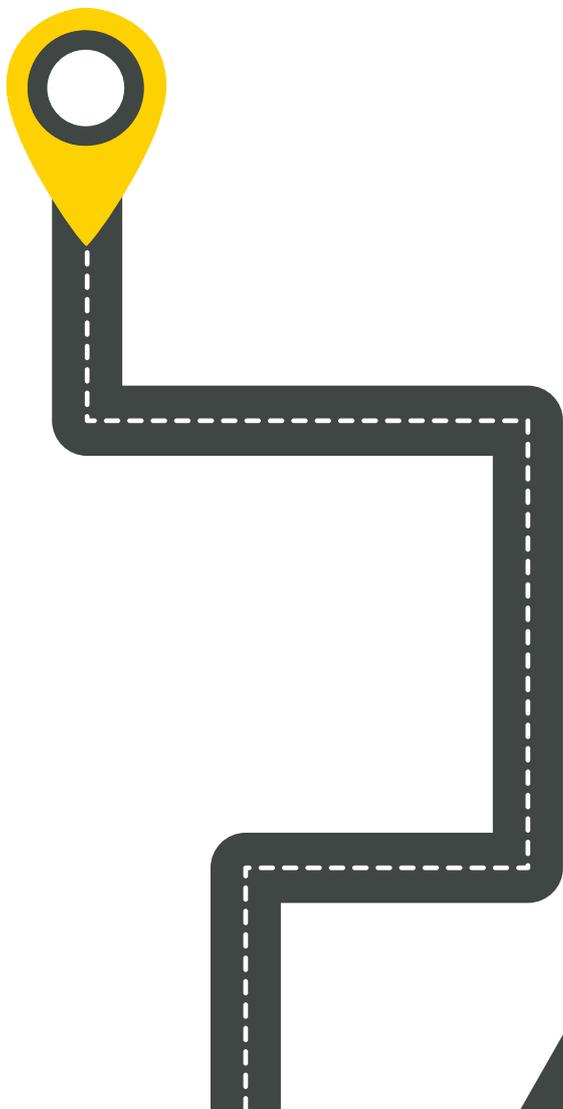


Create Your SwitchOn Roadmap

Discover › Activate › Deliver › Sustain



Actrúa
PERFORMANCE CULTURES





Activate a safety performance culture across your entire organisation

Across a range of industries, business leaders and organisations face ongoing challenges developing and sustaining a safety culture of awareness, accountability and courage. The pressure of being under-resourced, time-poor and working at capacity, means safety can take a back seat within an organisation, rather than leading it.

Is your organisation:

- Looking to take your safety leadership performance to the next level?
- Wanting to energise safety conversations and lift the safety performance in your business?
- Facing increased rates of recordable incidents and workplace injuries?
- Doing well but worried about complacency?
- Have solid safety systems in place, but they are not being well utilised?

Actrua can help

We take you on a Switch On journey from safety management to safety leadership – where your leaders and employees are aligned in the unwavering belief that all injuries are preventable, and that each one of them is responsible for making the safest choices. Throughout the program Actrua will:

- Work closely with you to define your strategic safety goals.
- Engage your leaders to own and drive the desired cultural change.
- Equip your people with high-performance skills, behaviours and attitudes about safety.

Let's create your **Switch On Roadmap**.



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Shine a light on your safety needs

Let us get to know your organisation. Where you have come from, where you are, and where you aspire to be, in relation to your safety leadership, performance and culture. This step allows us to tailor the Switch On solution to best suit your organisation and produce real, tangible, measurable outcomes.

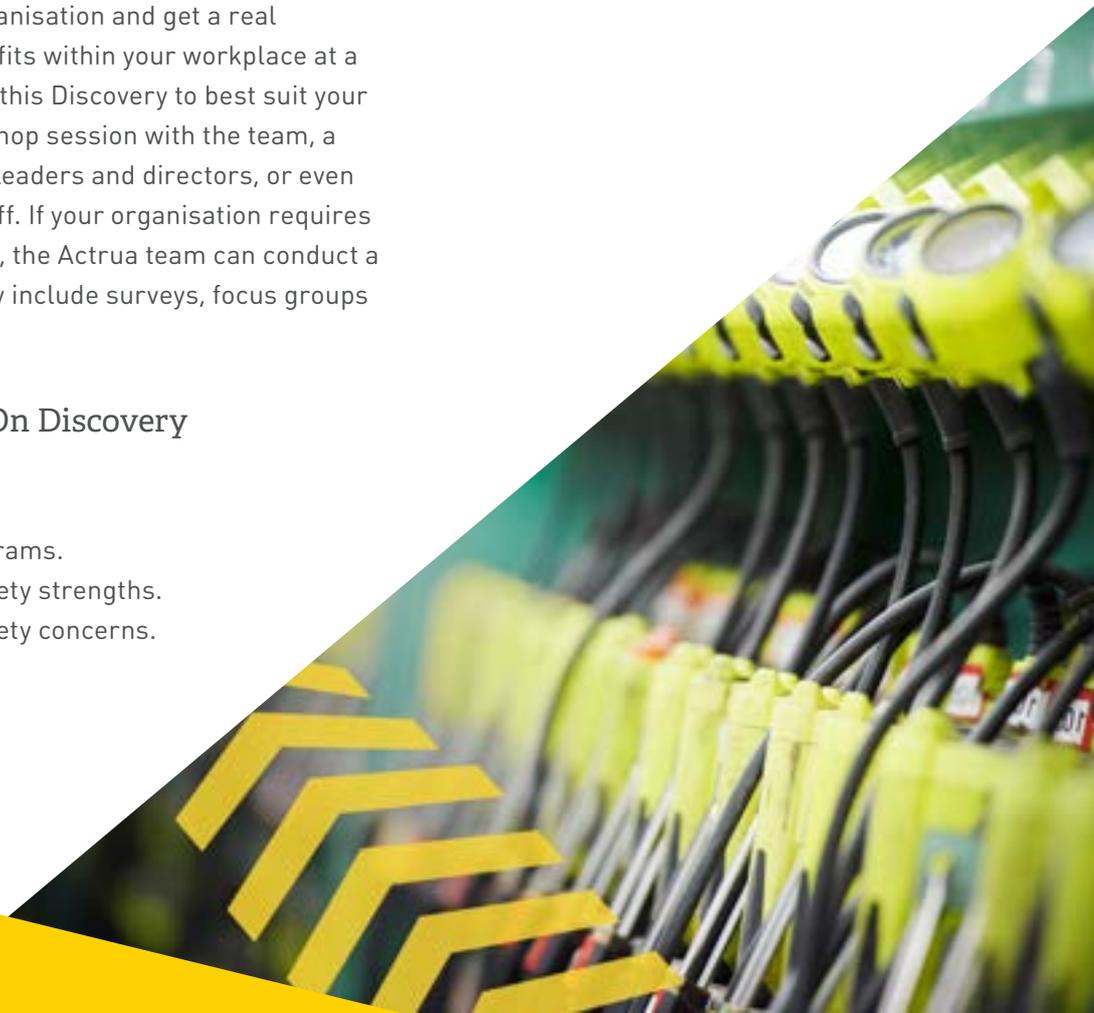
Your Switch On Discovery



Your Switch On Discovery allows us to meet with key stakeholders within your organisation and get a real understanding of how safety fits within your workplace at a practical level. We can tailor this Discovery to best suit your needs, whether it be a workshop session with the team, a meeting with organisational leaders and directors, or even a one-on-one with senior staff. If your organisation requires further information or inputs, the Actrua team can conduct a research program which may include surveys, focus groups and workplace observations.

The aim of the Switch On Discovery is to understand:

- Existing strategy and programs.
- Current organisational safety strengths.
- Current organisational safety concerns.
- Goals and objectives.
- Any potential road blocks.



Your Safety Culture Profile

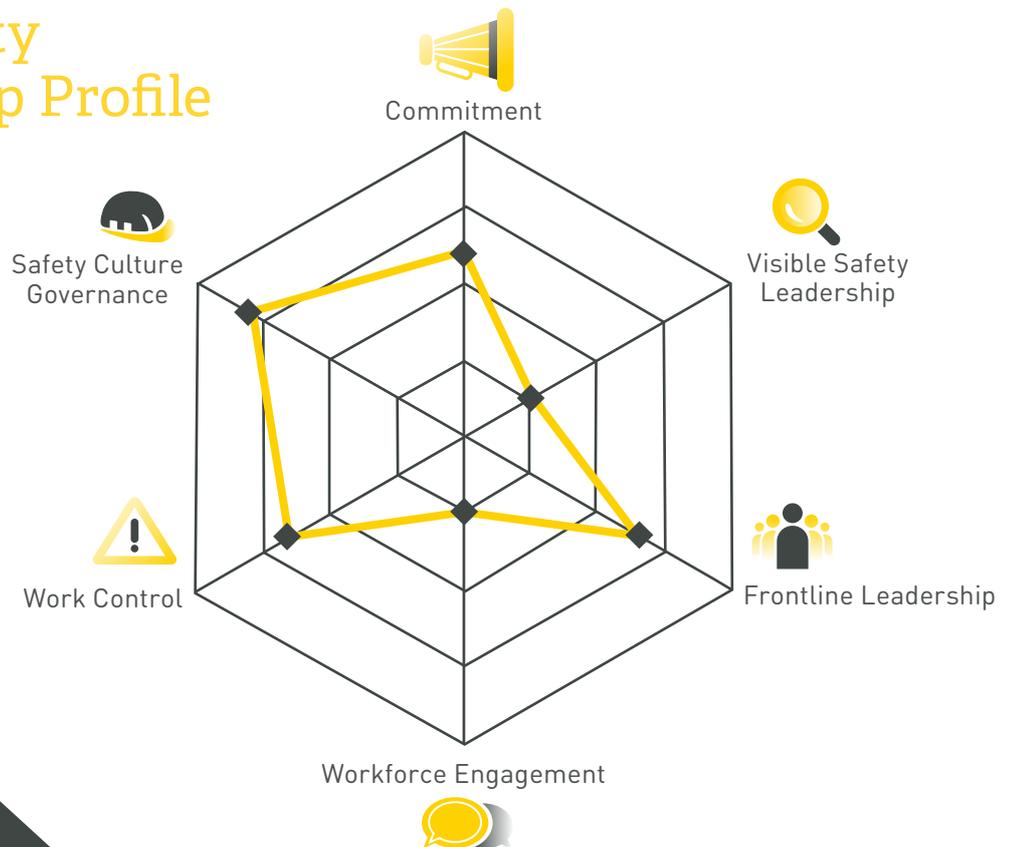
Shine A Light On Your Safety Needs

It's crucial to understand where your individual organisation's priorities lie regarding the journey from safety management to safety leadership. Completing your Safety Culture Profile allows you to engage those within your organisation and activate your true Safety Performance Culture.

Your Switch On strategy will be developed based on your areas of priority, desired outcomes and where your organisation currently sits on the journey from adhoc safety management to overall safety leadership.

While you may not be in the Leading category yet, completing the Safety Culture Profile is the first step.

Your Safety Leadership Profile





Your Switch On Strategy

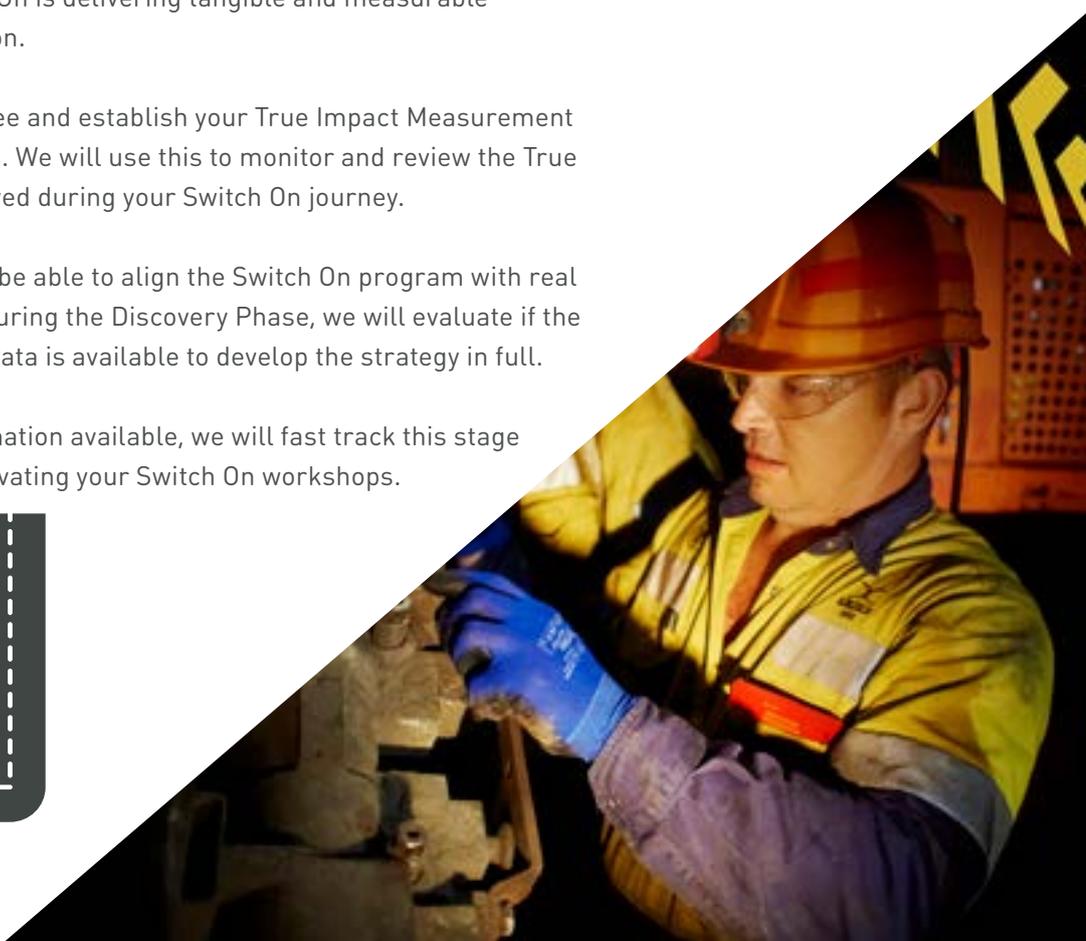
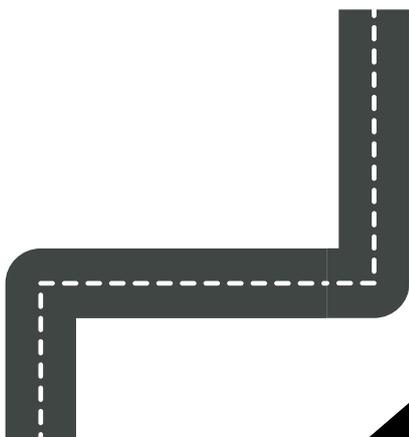
Our team of experienced project leaders will work with key stakeholders in your business and tailor a strategy to Switch On your organisation's high-performance safety culture.

The Switch On Strategy will also provide clarity around the program time frames and sequencing, measurement and monitoring, checkpoints and milestones, to ensure Switch On is delivering tangible and measurable outcomes for your organisation.

During this phase we will agree and establish your True Impact Measurement baseline, measures and goals. We will use this to monitor and review the True Impact results that are achieved during your Switch On journey.

We want your organisation to be able to align the Switch On program with real outcomes in your business. During the Discovery Phase, we will evaluate if the required information and/or data is available to develop the strategy in full.

If you already have this information available, we will fast track this stage of the program and begin activating your Switch On workshops.



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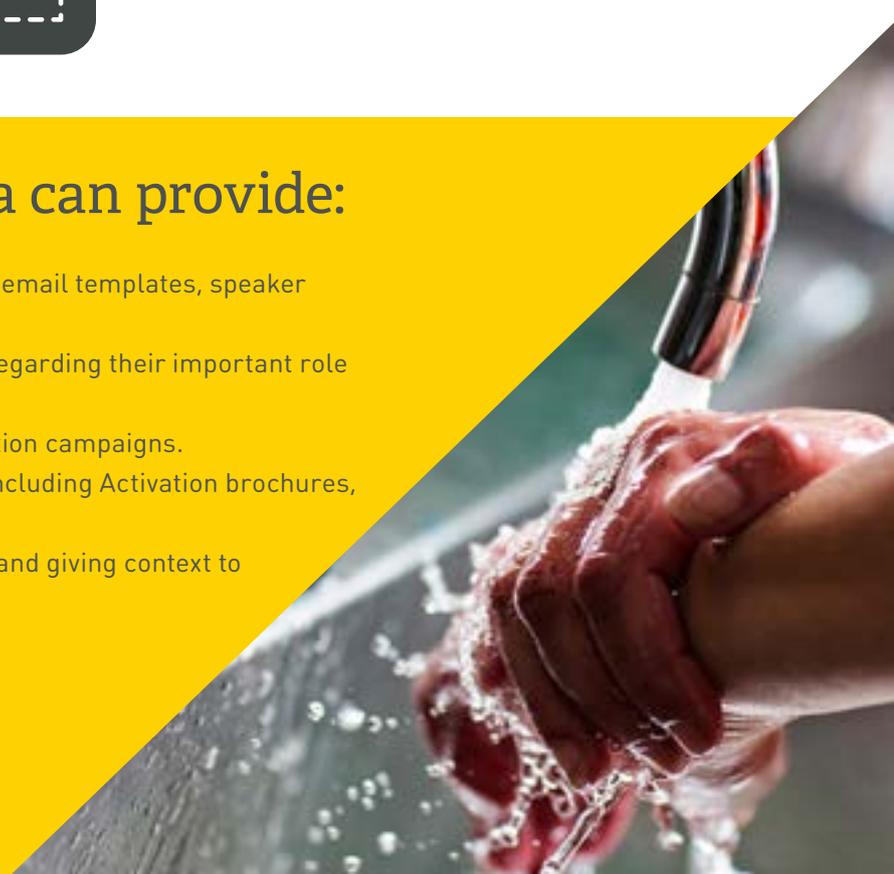
Create buy-in and commitment within your team

Even the best programs and systems in the world will fail if there is not a level of commitment and buy-in from the entire organisation, from the frontline worker to the senior executive team and the board. This is why Activation is so important.

Too often Safety is a negative conversation. Switch On Activation allows you to begin having positive conversations and shifting mindsets. Activation highlights the 'why' behind the Switch On program and sets the tone for the new organisational culture.

As part of this Actrua can provide:

- A Switch On Activation Toolkit that includes email templates, speaker notes and checklists.
- Coaching and guidance for senior leaders regarding their important role in promoting the program.
- Strategic support for engaging communication campaigns.
- High quality internal marketing materials including Activation brochures, posters and collateral.
- Briefing sessions introducing the program and giving context to the workforce.
- A welcome video from the Lead Facilitator.

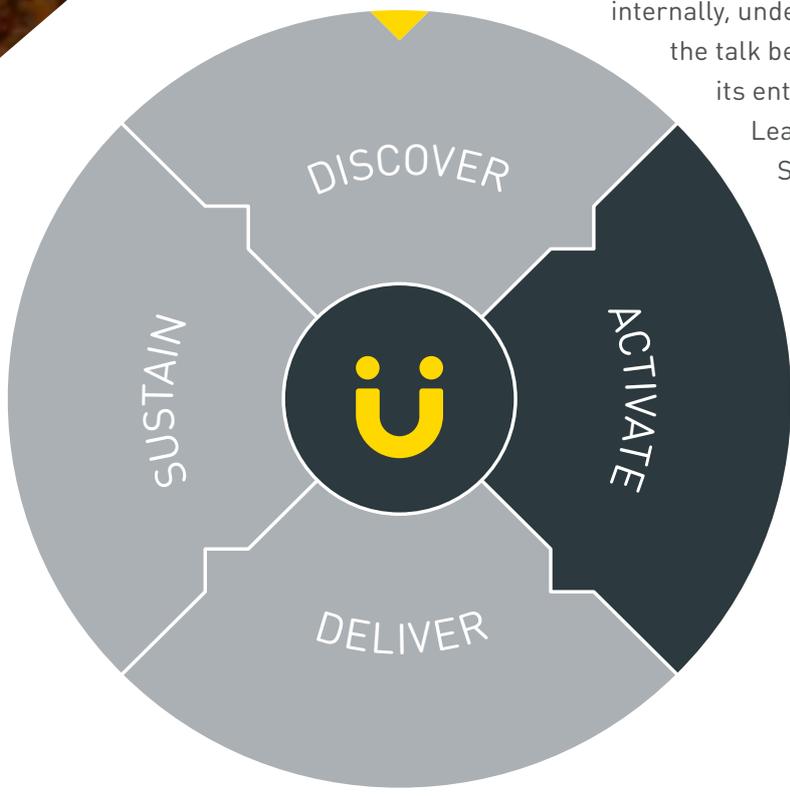




First Look At Your Switch On Workshop

To help your leaders promote the Switch On program internally, understand key frameworks and walk the talk before the program is rolled out in its entirety, Actrua will take your Senior Leadership Group through a pilot of your Switch On Workshop.

This also creates a feedback loop from your Senior Leadership Group to Actrua to further tailor any language, imagery and terminology to ensure it aligns with your organisation and industry.



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Choose Your Delivery Option

1. Actrua-Led

We will lead your business through your Switch On strategy in its entirety from start to finish.

Great for organisations who don't have the capacity or resources, and want to outsource the delivery of the Switch On programs.

2. Co-Facilitated

Actrua will train your organisation's leaders to work side-by-side with the Actrua team to deliver your Switch On Workshop.

This is our most popular option and is recommended for organisations who have some capacity, but need facilitation and delivery support from the Actrua team.

3. Leader-Led

We will help train your leaders to deliver the Switch On Workshop to your team.

Great for organisations who have an international presence and/or would like the flexibility of having their leaders deploy the Switch On programs.

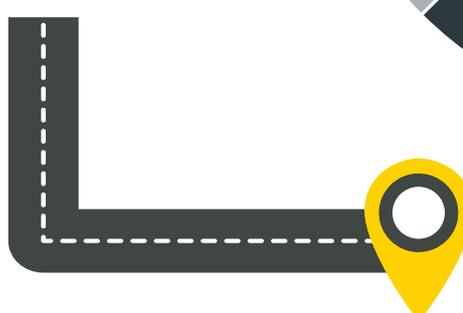
In addition to the range of available workshops, Actrua can also present an abridged version, tailored for your Board of Directors highlighting the core frameworks of the Switch On program.





Begin implementing your safety culture

The Switch On program is designed so that deployment can fit with your organisation's needs in both structure and delivery.



Deploy Your Workshops

Switch On Leaders Workshop Actrua Flagship Solution

Held over two days, this session will challenge your leaders' current beliefs and behaviours about leading safety in your organisation. Participants will be taken on an emotionally-charged and thought-provoking journey that is focused on creating a fundamental shift in their relationship to leading and influencing safety performance.



Switch On Team Workshop Total Team Solution

This session runs over two days and will create a fundamental shift in your workplace culture beyond compliance. Overnight reflection plays a crucial role in further reinforcing and embedding the mindset shift regarding the “why” of working safely for your team members and the impact it has on others. Your team will be equipped with the beliefs, skills and expertise to positively influence others within your organisation.

Switch On Team Workshop Express Team Solution

This session is an abridged version of the Total Team Solution and is delivered over one day. Throughout the session your crew will develop a fundamental shift in thinking when it comes to safety and safety culture while creating individual and team safety action plans for your workplace and organisation.

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Equip your team to sustain your safety culture

We have a range of solutions available that are proven to reinforce the behaviours learnt in your Switch On workshops and maximise the effectiveness of the cultural shift. Our team can work closely with you to help identify which solutions best suit your organisation.



Coaching

Safety Leadership Coaching helps to develop confidence within your leaders and to sustain a powerful commitment to safety. Actrua's coaches are highly experienced in driving accountability and nurturing an authentic commitment to the safety goals brought to life through your Switch On journey.

The coaching sessions can be tailored to suit your organisation's requirements and can occur in the field or after workshops and can vary in duration and frequency.

- Provide tailored feedback to your leaders.
- Allow leaders to better understand their role with building a positive safety culture.
- Incorporate self and manager assessments.
- Create personalised and tailored action plans.
- Provide opportunities for personal reflection and development.





Switch On Toolbox Talks

Switch On Toolbox Talks are designed to give your leaders relevant and practical support to implement their learnings from our Safety Leadership programs. We equip your leaders with the resources they need to embed and reinforce positive safety behaviours and culture on-site. There are twelve toolbox talks available, based on the core four Switch On topics.

Topic One: Switch On

Designed to remind and encourage your team about the importance of remaining focused and aware of potential hazards.

Topic Two: Safe To Start

Aimed at reinforcing the message that pre-planning and updating planning/risk assessments are critically important opportunities for managing risks.



Topic Three: Courageous Conversations

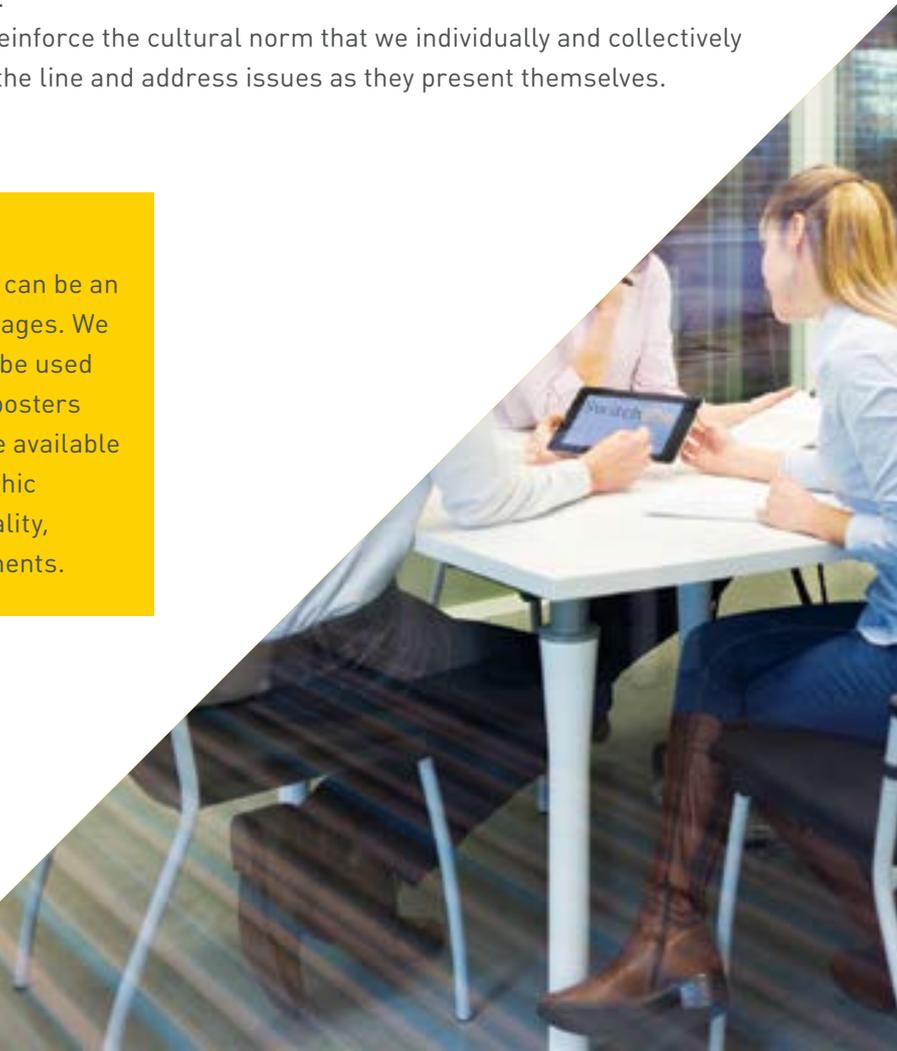
Designed to highlight the critical importance within a high performing safety culture for employees to speak up if they see someone or someone putting themselves at risk.

Topic Four: Act On It

These toolbox talks will reinforce the cultural norm that we individually and collectively choose to operate above the line and address issues as they present themselves.

Visual Reinforcement

Using high impact visuals in the workplace can be an effective means to sustaining the key messages. We offer a range of visual reinforcers that can be used on digital displays, electronic media or as posters throughout your workplace. The visuals are available for co-branding and we can also offer Graphic Design capability to create further high quality, innovative visuals tailored to your requirements.





Workshops and Programs

Act On It

Designed to reinforce and refresh the key Switch On concepts. We will review what individuals have acted on to improve safety, and also what they haven't acted on. Ideally integrated with onsite safety coaching.

Courageous Conversations

A culture where your team feels empowered to instill positive change through safety conversations is powerful. Your team will understand what a Courageous Conversation is and their responsibility to intervene when they see an unsafe act or condition.

Activating Resilience

These workshops provide a platform to build a resilient and high-performing culture. Creating a shared mindset regarding how we think about and deal with change is an essential capability in the modern workplace.

True Impact Measurement

Let's review the achievement of objectives that you set at the beginning of the journey. This may involve pulse checks or revisiting the safety culture baseline that was established through surveys and focus groups.

Leadership Skillset Modules

Our extensive range of Leadership Skillset modules are great to reinforce and extend learning outcomes as part of your safety culture journey. Agile and adaptable, the modules can be delivered stand-alone or together for small groups providing real practice, feedback and instant application.

Modules include:

- Building Your Team
- Changing Styles
- Communicating Effectively
- Effective Pre-Starts
- Feedback Essentials
- Leading Change
- Peer Coaching
- Prioritising & Delegating
- Situational Leaderships
- Self Awareness and Working at the Right Level
- Coaching Conversations



Start creating your
Switch On Roadmap
with Actrua today.

 www.actrua.com.au

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