

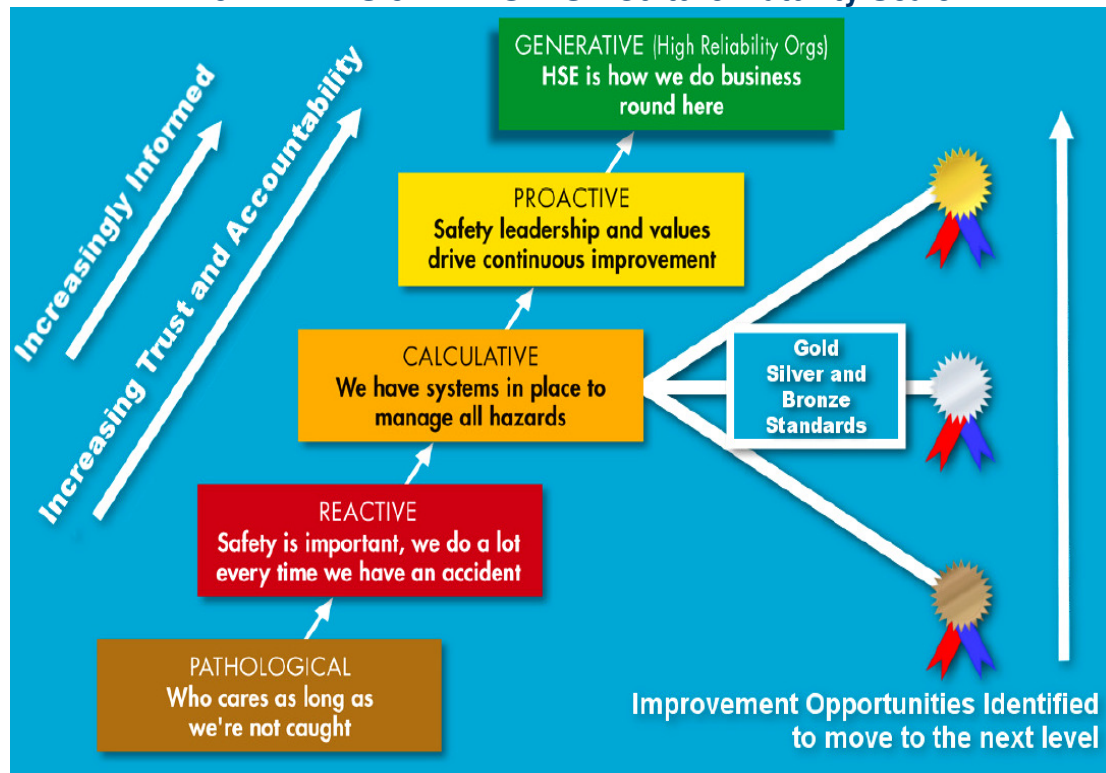
## A HSE CULTURE MEASUREMENT RESOURCE

**A STARTING POINT TO CREATE THE 'VISION'**

# Establishing THE 'NOW' PICTURE

WHERE DOES YOUR ORGANISATION SIT?

The 'HEARTS & MINDS' HSE Culture Maturity Scale



### MEASURING THE CULTURE CHANGE

Working from a detailed and impartial measure of the organisation's HSE culture to establish an accurate HSE 'NOW' picture offers an effective way to measure the culture change improvements, as further assessments can be undertaken at future points along 'The Journey', - or 'Roadmap', accurately showing progress made toward achieving the future 'VISION'.

To be able to measure improvements to the HSE culture, it helps to know where the organisation sits currently with its HSE culture maturity.

MindSafety uses the 'Hearts & Minds' HSE Culture Measurement model, and can conduct a detailed and impartial measure and assessment to establish a 'NOW' picture to help toward creating a 'VISION' for the future.

The "Route to the Top" (world-class HSE performance) means progressing up the HSE cultural ladder, developing an HSE culture maturity to become truly pro-active and generative.

There are many advantages to be had from such improvements and these will have impact well beyond HSE performance. For example, workloads may actually decrease as an organisation becomes proactive.

Increasing trust and collaboration can allow us to get on with our work without requiring extra supervision and control, - audits become more efficient and directed, taking less time, and managers can be left to manage, while workers get on with doing the job, safely and with a positive, motivated mindset.



*"Easy to use, everything is done online."*



*"MindSafety produced a comprehensive report and provided a great service."*



*"A very efficient process with all the hard work managed by MindSafety"*



*"A great advantage to know where we are culturally and this really helped to identify development opportunities."*

# UNDERSTANDING YOUR CULTURE



Using the highly respected Hearts & Minds HSE Culture Measurement mechanism, the report provides a full breakdown of responses from all participants from the workforce, which involves managers, supervisors and front-line workers, with a calculated assessment of all the responses aligning them against the HSE maturity scale.

The feedback process takes no longer than 10-minutes to complete for each candidate.

The report then provides a platform to plan a strategy for improvement and development, – providing a **'NOW'** picture to serve as a tangible starting point for a planned campaign.

