



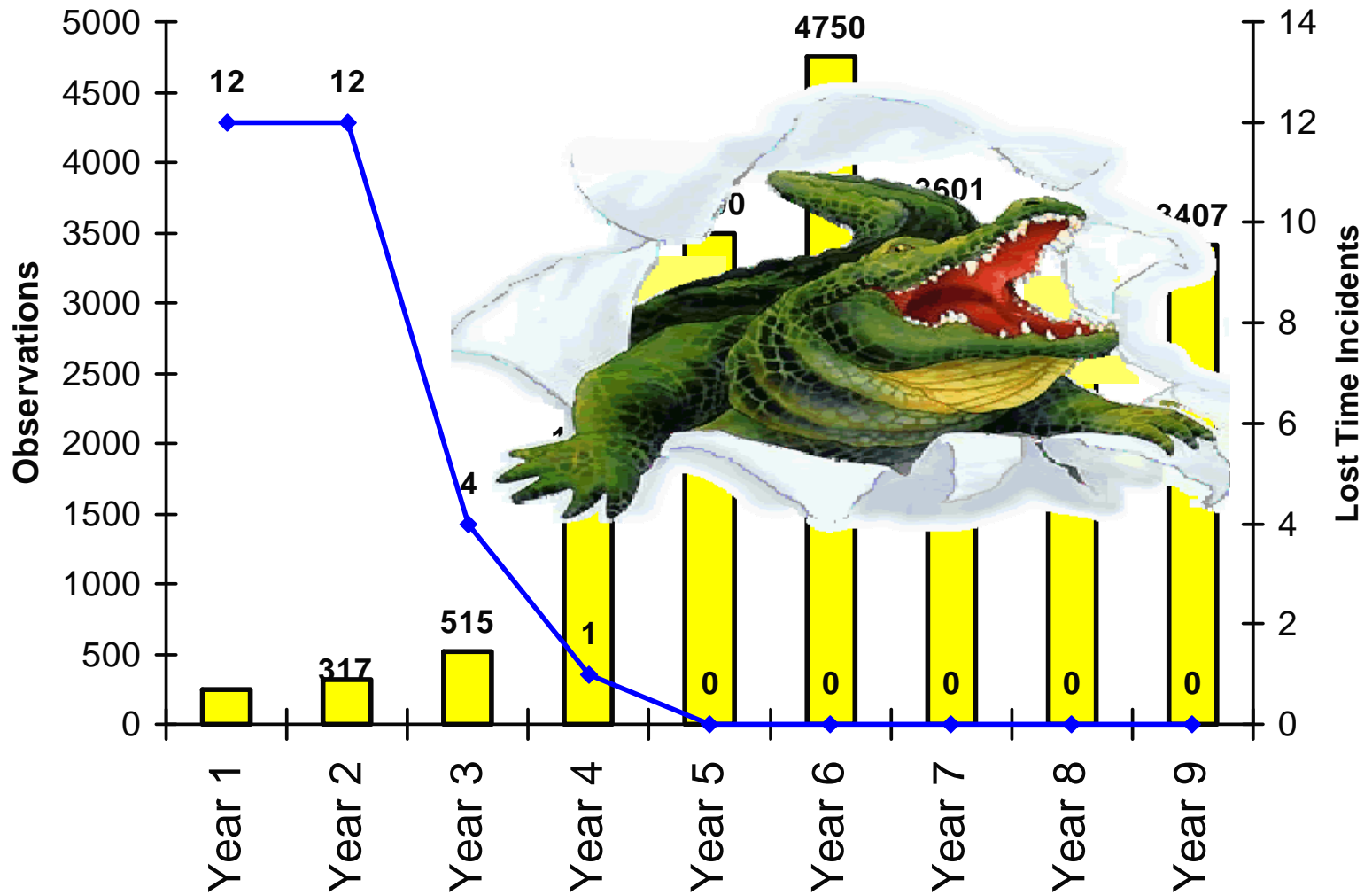
# Behavior Based Safety

## "A Leadership Checkup"



GOM Contractor Symposium  
New Orleans, Louisiana  
December 4, 2007

# Gulf of Mexico BBS Program Observations & Lost Time Incidents



# Leadership “Vital Signs” For Healthy BBS Programs

- **D**irection
- **C**ompetence
- **O**pportunity
- **M**otivation

# Direction – Where are You Going?

- Is the direction clear?
  - What's your BBS vision?
- Is the direction consistent?
  - Do all levels of leadership describe the same vision?
- Is the direction coherent?
  - Does your vision fit with your larger safety principles?
- Is the direction credible?
  - Does your workforce believe you?

**Health - Excellent!**



# Competence – Workforce Skills and Knowledge?

## • Observer Skills?

- What's a behavior vs. what's a condition?
- Positive vs. negative feedback ratio?
- What's safe vs. unsafe for what's observed?

## • Workgroup Capabilities?

- Can they manage and interpret BBS data?
- Can they coordinate efforts in the workgroup?
- Can they implement action plans?

## • Steering Team?

- Can they identify opportunities from BBS data?
- Can they translate the BBS vision to action plans?
- Do they work efficiently together?

Health - Good

# Opportunity – Resources, Authority, & Information

- Do Observers have the Time?

## Daily Observations in Countries

- Does the Steering Committee have the time?

- Is your data adequate?

- Is your data adequate?



Head

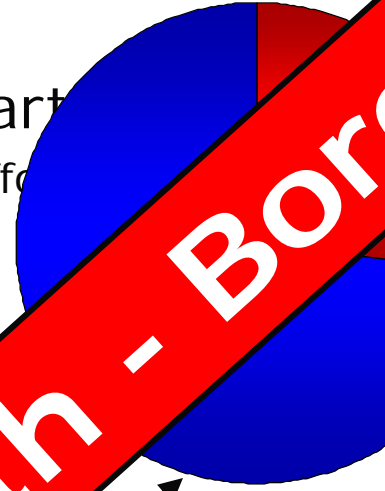
# Motivation – Do They *Want* to or *Have* to?

- If Observers participate because they "have to"
  - Minimum performance is achieved

Observers Over 9 Months

- If Observers participate because they "want to"
  - Discretionary effort

Health - Borderline



Never recorded  
an "at risk  
behavior"

recorded at least one  
at risk behavior

STPG GATOR GAZETTE ROUGE		
VOLUME 1	ISSUE 8	NOVEMBER 26, 2007
BUSINESS NEWS	WORLD NEWS	CLASSIFIEDS
<p><b>GATOR EMPLOYEE OF THE MONTH OCTOBER 2007</b> By Don De Jr</p>  <p>Mr. Ricky Kraft was nominated and chosen as our winner. He received a Florida GATOR Cooler purchased by De Snake for nursing in his QUALITY Observations before the end of the month. Ricky trained a total of 11 GATORS with 7 of them AT RISK. He "SHUT DOWN THE JOBS" Ricky noticed the sand pit teaming. He used SWA, but the sand got picked up and placed on a beam for support. Ricky used SWA on a person that kept walking in and out of the backhouse without eye protection. He talked with the crews to make sure that they put on eye protection before going outside due to sandblasting activity. Ricky noticed the saw cook using a knife to cut vegetables. He used SWA, went over our Knife Policy and gave him some leather gloves. Ricky used SWA when he noticed a painter on top of the skimmer with Fall Protection on but not hooked up. He talked with the whole group about 100% Hook Up and our Fall Protection Policy. Ricky used SWA when he noticed a person using a chair to stand on reaching for something. He talked with him about using the correct tools/equipment for the job.</p> <p><b>1 GATOR NEWS</b> By Can U See It</p>  <p>As of Nov-25<sup>th</sup>, the Red Crews Quality Observation is 100% for the year. We have conducted 911 Observations with 252 of them AT RISK, which puts us at 97% SAFE for the year. We are at 30% for Behaviors Marked with only 1 person below the 20% for Behaviors Marked.</p>	<p><b>HELD HOSTAGE</b> By Pop De Rancos</p>  <p>News about Mr. Mike Doucet's second misplaced missing HARD HAT. On the evening of Nov-22<sup>nd</sup>, it surfaced off of the coast of Mississippi. An email from Sonogy Brown (must be Charles Brown's Dog) was sent to the workgroup with pictures. The CSI Fourteen Agents in charge of the case are still trying to figure out where this picture was taken. DUE: It says it on the side of the boat. I do hope these agents read this gazette. The owner of the STPG GATOR GAZETTE ROCKIE will pay for any pictures or the known whereabouts of Mike's HARD HATS. Please call him any time, day or night. Just dial (985) 396-3145.</p> <p><b>600<sup>th</sup> SAFE GATOR</b> By Mr. Mike Trax</p>  <p>On November 6<sup>th</sup>, we reached our 600<sup>th</sup> SAFE GATOR OBSERVATION for the year. The Lucky Winner that turned in this observation is Mr. Terrace Blames. He received a one of its kind ALABAMA Crimson Tide Baseball Cap!</p> <p><b>SAFETY SLOGAN FOR YEARS TO COME</b> By James "Johnson" Bonifant</p>  <p>If It Doesn't FEEL RIGHT _____ It ISN'T RIGHT _____</p>	<p><b>3 POINT CONTACT</b> By Keeping U SAFE</p>  <p>On November 10, the 5<sup>th</sup> person was CAUGHT USING 3 POINT CONTACT. Jake Oudry awarded Mr. Archie Flowers of GIS with the 5<sup>th</sup> of a kind 5<sup>th</sup> than with "WAS CAUGHT USING 3 POINT CONTACT".</p> <p><b>CATCH ME IF U CAN</b> By Steve Joe Zellmer</p>  <p>The contest started on Mar-10-07. A total of 120 people observed Jake De Snake being SAFE on the starways. The Grand Annual in the above picture is the one that observed him not using 3 Point Contact. She is the GATOR Champion on De Boyard. If U Can Catch De Snake not using 3 Point Contact on the star, you can win the bounty which is \$10.00 as of Nov-25<sup>th</sup>. You will need to perform a QUALITY GATOR with Feedback, entered into the system to win the bounty.</p> <p><b>GATOR MOTIVATOR</b> By Mr. R. Champoux</p>  <p>On Nov-14<sup>th</sup> at the GATOR GATHERING your GATOR Champion knows as Jake De Snake was awarded the 2007 GATOR MOTIVATOR of the year award. He was quoted, "I sent me to the GATOR Olympics and I brought us home the GOLD MEDAL!"</p>

# Rx – For a Healthy BBS Program

- Direction
  - Set and share a vision for the BBS program
  - Empower the steering team
  - Meet with workgroup champs
  
- Competence
  - Train observers, champs, and steering team
  
- Opportunity
  - Make time for daily observations
  - Support champs and steering team participation
  - Get software that works!
  
- Motivation
  - Discuss BBS directly with frontline employees
  - Provide feedback to employees on findings
  - Reward & celebrate good BBS performance

# A Healthy Program Needs Leadership In All Dimensions



Direction	Competence	Opportunity	Motivation	Result