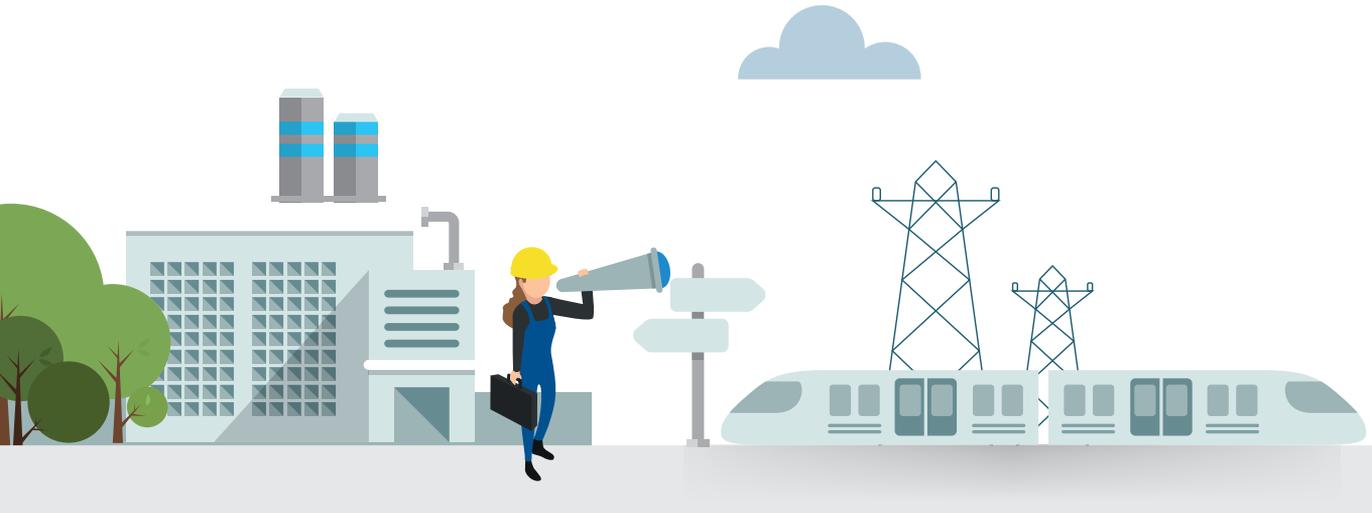


THE VISION SEMINAR

CONTACT
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WHO'S IT FOR?

- ▶ Senior management or extended management



GOALS

- ▶ Different actors involved in the entity's safety culture share their points of view
- ▶ To be ready to change, and want to change your safety culture



FIND OUT MORE

- ▶ www.icsi-eu.org



CONTEXT & CHALLENGES

The first step has been taken. You have the results of the diagnosis and you have decided to change your entity's safety culture. The next step for many companies is to immediately launch a quick-fix action plan... but that's not a sustainable approach.

Changing culture requires time and a clear idea of the objective. That is the purpose of the Vision seminar: to **define a shared vision** to strengthen your safety culture, consolidate the foundations to **get your 'allies' on board and refine your change management strategy.**



OBJECTIVES

The Vision seminar brings participants together around a shared vision of the future safety culture:

- ▶ Where are we today? Where do we want to go? Why and for what? Is this compatible with the entity's overall vision?
- ▶ Who are the people - the coalition - that will support this change: and who will they work with?
- ▶ What change management strategies should be put in place, what major projects should be undertaken: how do we do that?
- ▶ How fast do we move: when?

THE VISION SEMINAR



The vision is built during a seminar that alternates plenary sessions, work in sub-groups, simulations and time for consolidation. The process described here is only a general framework for seminars organised by Icsi.

Your seminar will be tailored to your context and designed to meet your own needs.

WHERE ARE WE TODAY?

- ▶ Discussion of the results of the diagnosis, or other input data
- ▶ Share the basics of the safety culture

WHERE DO WE WANT TO BE IN THE FUTURE?

- ▶ Summarise where we want to go = Vision
- ▶ Define the priority areas for change
- ▶ Give meaning to these areas in relation to the diagnosis and vision
- ▶ Identify levers and brakes
- ▶ Define success indicators for each of these areas

WHO WILL LEAD THE CHANGE?

- ▶ Identify resource persons, local leaders and opinion-formers for the chosen areas
- ▶ Describe how they will be integrated into the process, and what is expected of them

WHAT IS THE ROADMAP FOR THIS CHANGE?

- ▶ Identify, for each area, how to define actions that will enable them to be implemented: participatory, via an expert, educational. etc.
- ▶ Define the main deadlines, milestones

What next?

Workshops to translate your vision into a programme that is co-constructed with actors can be organised by Icsi

Icsi's contribution

- ▶ Leading individual and group discussion sessions
- ▶ Providing additional insight, industry benchmarks
- ▶ Expertise in change management strategies

