

CO-CONSTRUCTION OF THE PROGRAMME

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WHO'S IT FOR?

- ▶ Senior management or extended management
- ▶ The safety culture coalition



GOALS

- ▶ To get stakeholders involved in changes that affect them
- ▶ To turn the vision into concrete actions
- ▶ To create conditions that support the implementation of actions



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CONTEXT & CHALLENGES

Following the diagnosis, you defined the outline of your approach to developing your safety culture. Now that the vision and strategy have been widely shared, it's time to translate them into concrete actions, bringing on board the various actors concerned. The programme is the result of a collaborative construction.



OBJECTIVES

The co-construction of the Safety Culture Development Programme is a way to engage actors in the change, and move forward together towards a shared vision.

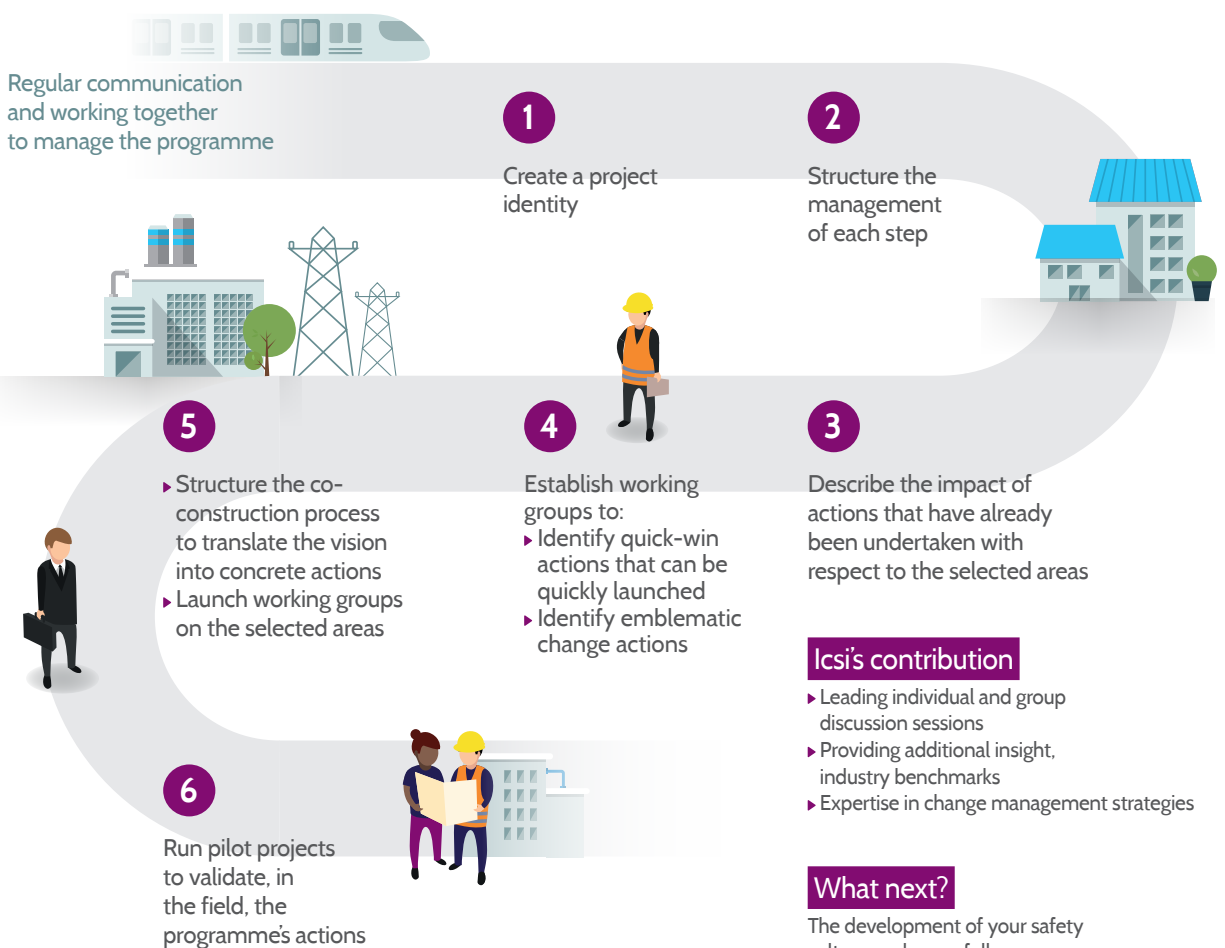
Participants meet several times to:

- ▶ consolidate current practices that should continue,
- ▶ develop new ideas for concrete actions that are in line with new ambitions,
- ▶ break down the identified priorities into concrete actions, actors to bring on board and associated indicators,
- ▶ identify how to involve people in the deployment and monitoring of the programme over time, in order to stay on course.

CO-CONSTRUCTION OF THE PROGRAMME

A safety culture change management program must be realistic, relevant and credible. Its co-construction with the people concerned is a prerequisite for lasting change in practices. This collective work will make it possible to identify actions with the potential to make a real change, to anticipate needs and provide the necessary resources. To do this, you must first set out your vision of safety culture. Because each organisation finds its own way, the programme will be fully tailored to your context and designed to meet your own needs. It should be managed at the highest level of your organisation and be the subject of a dedicated communication strategy.

Co-constructing a programme requires, therefore:



The above description is only a general framework of potential options. Some aspects can be carried out in parallel.