

HOW THIS

**SHOULD
WORK**



What is all of this?

The workshops you will attend, the information you will assimilate and the behaviours we will ask of you have been specifically designed for the Better Safe Behaviours, HPC Way programme.

They will help you achieve behavioural change in whatever you choose, but mainly we'd like you to use the tools we'll introduce you to, to help safely deliver a safe to operate nuclear power plant.

To get the best out of this, we ask that as well as attending the discussion sessions, you read the books, search some of the topics discussed, watch the simple online content and take part in the suggested exercises.

The more you put in the more you will get out of this experience.

Behavioural science is a compelling and interesting subject and we've tried to make this process as straightforward as possible but it still requires some effort and time.

This is much more than a few workshops; it is education, practice and application. We want this to be an experience and something that will stay with you, be of ongoing use and help with both work and personal life.

Most of all we want this to be enjoyable.

This experience will be lead by you. We have prepared a lot already, but your contribution, feedback and questions will inform the application of the programme.

This is exciting for us, and we hope that it will be for you too.

WARNING!

Some things we'll talk about will be controversial. Some of the things we will ask you to consider might go against your current company policies and current thinking.

We ask that you consider everything and try to keep an open mind. We ask you to listen to others, your peers and colleagues and ask, "what if?" "why?" and "why not?"

For things to be different, they have to feel different. If something feels uncomfortable, we know from our experience that we are pushing boundaries. If it all feels the same then nothing will change.

This will take time and effort but it will be worth it. You'll have to try new behaviours. Some of these behaviours will be easy, some not so. Even though some behaviours appear really easy a few of you won't do them. This is all part of the learning experience. Never underestimate how hard it is to do a new behaviour.

We will talk a lot about creating an environment that supports the right behaviours; that environment starts here. Please support each other, please provide each other with prompts to do the homework (yes, homework).

Take these concepts home. Conversations away from the group will make it more likely that you get the best out of the short time that we have together.

Application -

BETTER SAFE BEHAVIOURS

Objective: Leaders

To give you a background in behavioural science as applied to health and safety, in order to -

- Help you gain a deeper understanding of how human behaviour works.
- Strengthen your knowledge to allow you to feel confident when playing your part in the HPC Way, Better Safe Behaviour exercises and interventions.
- Give you the ability to support your managers in the creation of environments that support more Reduced-Risk behaviours and less At-Risk behaviours.
- Provide you with and understanding of how behavioural science can be used in incident analysis.

Objective: SODAK and the HPC Way Team

We want to show you behavioural science and how it can be used to help you improve health and safety performance.

We want to help you see things differently.

We would like you to be as passionate about this subject as we are.

We would like you to leave these workshops with an enthused attitude towards behavioural change.

We really want to help you to create sustainable, self-supporting solutions, strategies and continual improvement processes.

We want this to be a fun learning experience for you and us.

Personal Objectives

1. To attend the workshops and learn the techniques.
2. Be able to see people (and you) differently.
3. Be able to see safety change (and maintenance) as something that has to be purposefully designed and supported.
4. Be able to influence change and improve certainty.
5. Understand the programme and your part in it.
6. Be able to question current approaches that might not yield as much benefit as previously thought.
7. Use your new knowledge to help design better procedures and interventions.
8. Be able to challenge current norms within your peer group that do not support the HPC Way, the project values or the programme.
9. Have a greater understanding of how improved planning, leadership, management and supervision boosts certainty of delivery.
10. To identify areas that would benefit from change.
11. Use your knowledge and the tools to improve your teams performance.
12. To be able to experiment with your work environment, to make the behaviours that you want, more likely. This includes your behaviours and the people you manage.
13. To assist in the creation of environments that support correct task execution and discourage behaviours that could lead to incidents or poor quality work.

