

# HSE UK Congress 2023

#HSEGlobalSeries

## Programme - All Times in BST

Tuesday 27th June		
08:30 - 09:15	Doors Open & Registration	
09:15 - 09:25	Welcome to the Congress & Partner Intro	
09:25 - 09:35	Ice Breaker – Connection before Content	Moderated by: Ratna Morjaria , Senior strategic Advisor, VPWhite
09:35 – 10:25	<p>Panel 1: <b>Excellent Safety equals Excellent Business: yes, but is it cause or (just) correlation?</b></p> <p><b>Overview:</b> Every manager knows that good safety equals good business because incidents and injuries cost money. But some senior managers and executives believe that excellent safety equals excellent business performance. They have shifted their thinking towards the concept of high reliability, which by definition, addresses the need to manage human error proactively. However, when pressed for an explanation, very few can explain the cause/effect relationship. What is much more common is that they have developed a belief in the correlation. In other words, “It worked for me before (or at the last plant, division, company I was in charge of) so I’m doing it again. I don’t know exactly why. I just know it works.”</p> <p>The people on the panel all work at very large companies that have excellent safety performance. They can tell us what they think in terms of “cause vs. correlation”. They can tell us what they think their executives and plant managers think and they can tell us what their supervisors and employees believe. But that doesn’t mean they’re always right or that you have to agree with them. However, one thing you can count on is that you’ll be introduced to new ideas or paradigms that explain (definitively) why excellent safety causes excellent business performance. Whether you agree will obviously be up to you, but it’s such an</p>	Moderated by: Larry Wilson, Founder, SafeStart International

	<p>important factor in terms of truly gaining management support and engagement. So please join us for this interesting and what will likely be a very provocative session.</p>	
<p>10:25 - 11:15</p>	<p>Roundtable 1:  <b>Building/Enhancing a Safety Culture: Steps to Help Organizations “Walk the Walk”, not just “Talk the Talk”</b></p> <p><b>Overview:</b> “Culture” has become somewhat of an overused word. But whether you call it culture, ethos, philosophy, community, focus, mission, or something else, what matters is that you are prioritizing risk reduction efforts and deeply embedding safety within the fabric of your organization.</p> <p>At eDriving, we refer to a crash-free culture®. Why? Because that’s exactly what we aim for. With our clients who look to us for driver risk management solutions, we work towards building cultures that do not accept crashes as an inevitable part of driving for work. It’s our mission to give organizations the tools to establish their own crash-free cultures and, in doing so, ensure that everyone who drives for work makes it home safely at the end of every day. And yet, the principles that guide us and our clients are extendable to ALL organizations because, at it’s core, a crash-free culture is one that prioritizes safety above all else. It’s that simple.</p> <p>In this roundtable, eDriving’s Andy Cuerden and Tom Pomeroy will lead a discussion about the critical importance culture plays in achieving safety goals, and how to cascade a safety mindset throughout all levels of the company. They’ll share tools and best practices to help you, as safety leaders, spread the safety mission far and wide throughout your organizations.</p> <p><b>3 Key Takeaways:</b></p> <ol style="list-style-type: none"> <li>1: How the “5 C’s” framework can help you establish and/or deepen a safety culture</li> <li>2: How to embed safety deeply in the fabric of your organization, truly making it a core value</li> <li>3: The critical role of the manager in building and maintaining a culture of safety</li> </ol>	<p>Hosted by: Andy Cuerden, General Manager, &amp; Tom Pomeroy, Business Development e-Driving</p>

<p>10:25 - 11:15</p>	<p>Roundtable 2:  <b>Topic: Do hard hats give sufficient protection?</b></p> <p><b>Overview:</b> Mips understands that head protection probably has one of the highest wearer compliance rates out of all PPE products. However, despite high compliance and usage rates, there still remains some key unmet needs, offering scope for improvement. Whilst compliance is high, the knowledge of the correct products by application is still low, and without adequate training and education, we risk making key specification adjustments. This is evidenced through continuous research which highlights that head protection is at risk of commoditising. The phrase “a hard hat is just a hard hat” is used way too often, demonstrating that companies often default to the lowest cost solution, so long as it meets the standard not understanding that the standard is the minimum level of protection.</p> <p>This roundtable event has been set up for participants to explore and understand the different levels of protection that hard hats can give the wearer and to further their knowledge of head protection standards. The event also explores head injuries and their possible mitigation by looking at some real risks that’s wearers of head protection face on a daily basis. This event hopes to contribute to a world of safer helmets and a better understanding of what protection means.</p> <p><b>3 Key Takeaways:</b></p> <p>1: A better understanding of head protection  2: A better understanding of additional helmet technologies  3: That not all head protection is equal</p>	<p>Hosted by: Chris Tidy,  Product/Training Specialist, MIPS</p>
<p>10:25 - 11:15</p>	<p>Roundtable 3:  <b>Topic:</b>  Overview:  Key take-aways:</p>	<p>Hosted by: Abbott</p>
<p>11:15 - 11:35</p>	<p>Meetings &amp; Networking Break</p>	

<p>11:40 – 12:10</p>	<p>Case Study Workshop  <b>Topic: The Power of Influence: Managing risk through others</b>            Overview:</p>	<p>Hosted by: Steph Camm &amp; Sunit, CBRE</p>
<p>12:15 - 12:45</p>	<p>Case Study Workshop  <b>Topic: Creating a culture of trust</b></p> <p><b>Overview:</b>            What is a culture of trust and how to achieve it            Over three years on, and the world is still reeling from the shock of the COVID-19 pandemic. The cost to human life, the impact on global supply chains and the changes to working practices are still reverberating through society.            But in the midst of the COVID-19 pandemic, something strange and unexpected happened in the corporate world – it rediscovered the value of its humanity. This was a disruption that impacted everyone. Hierarchical barriers of ‘them’ and ‘us’ were replaced with ‘we are all in this together’ creating a culture of care that simply had not existed in many organizations before the pandemic.            Those organizations that prioritized their people during the pandemic, have been the most resilient as we emerge from it. Organizations have seen how important their people are in creating agile and innovative responses. They now want to harness this power for the long-term, recognizing the competitive advantages it will bring.            And workers are now demanding that organizations maintain and enhance their culture of trust – to both individual workers and wider society. Organizational purpose, flexible working, diversity and inclusion and workplace well-being are now critical differentiators in the competitive talent market.</p> <p><b>3 Key Takeaways:</b></p> <p>1: What is required for a culture of trust            2: The impact of a toxic culture            3: Introduce a best practice framework for creating a culture of trust</p>	<p>Hosted by: Kate Field, Global Head Health, Safety and Well-being, BSI Group</p>
<p>12:45 - 13:05</p>	<p>Meetings &amp; Networking Break</p>	

13:05 - 13:45	Lunch	
13:45 - 14:30	Oxford Style Debate Session <b>Topic: How's Mental Health being considered in the role of Health and Safety</b>	DEBATE
14:30 - 14:50	Meetings & Networking Break	
14:50 - 15:20	Case Study Workshop <b>Topic: Resilience in High Performance Environments</b>	Hosted by: Leon Lloyd
15:20 - 15:50	<p>Case Study Workshop <b>Topic: Leadership and using data to develop a safe driving culture.</b></p> <p><b>Overview:</b> Learn from international driver safety professionals how leadership and utilizing data effectively, is key to developing a successful driver safety program.</p> <p>Join Applied Driving, the award-winning provider of driver safety and performance management solutions and other health and safety industry professionals, for a panel discussion on how leadership and utilizing data is key to developing a safe driving culture.</p> <p>The session is estimated to be 30 minutes long and will cover the following:</p> <ul style="list-style-type: none"> <li>• Welcome from Applied Driving's Global Sales Director Richard Shaw.</li> <li>• Applied Driving: Who we are, what we do, and our mission.</li> <li>• Introduction to the panel – Applied Driving's Global Managing Partner, Andy Phillips, and Jacobs Global HSE Strategy Lead, Fiona O'Donnell.</li> <li>• Discussion 1: The importance of leadership to develop a safe driving culture.</li> <li>• Discussion 2: Using data to create insights, actions, and positive change.</li> <li>• Audience Q&amp;A Opportunity</li> <li>• Round-up from Richard Shaw &amp; the panel.</li> </ul>	<p>Hosted by: Applied Driving</p> <p>Panellists:</p> <ul style="list-style-type: none"> <li>- Andy Phillips, Global Managing Partner</li> <li>- Fiona O'Donnell, Global HSE Strategy Lead, Jacobs</li> </ul>

	<p><b>3 Key Takeaways:</b></p> <p>1: Discover how to overcome challenges including cultural or geographical aspects to your driver safety program.</p> <p>2: Learn how to measure and utilize data effectively to create proactive interventions and positive change.</p> <p>3: Understand how leadership is important to develop a safe driving culture</p>	
15:50 - 16:10	Meetings & Networking Break	
16:10 - 16:40	<p>Case Study Workshop</p> <p><b>Topic: Find your Tribe</b></p> <p><b>Overview:</b></p> <p>Building Community in the workplace through Critical Conversations</p> <p>As humans we have an innate need to be connected in meaningful and important ways with other people. However 21st century living often diminishes and limits the possibilities for this to happen. Often in the workplace we are so focused on productivity and results. This leads to the creation of superficial meaningless and unsatisfactory relationships with others at work.</p> <p>In these environments we are often scared to reveal our true selves for fear of judgment and criticism which can leave us feeling isolated and disconnected. When we are disconnected our systems become dysregulated and stop functioning effectively therefore diminishing our wellbeing.</p> <p>The simple answer is we need to connect by talking</p> <p><b>3 Key Takeaways:</b></p> <p>1: Awareness of our human need to connect</p> <p>2 Acceptance that in todays new working environments we need transformation</p> <p>3: Tough Through Tender helps to create change and balance</p>	Hosted by: Nick Rothwell. ReTribe
16:40 - 17:25	<p>Keynote &amp; Book Signing</p> <p><b>Title: Defenceless Moments</b></p>	Hosted by: Larry Wilson, Safestart

	<p><b>Overview:</b> Incident causation and the three main sources of unexpected events</p> <p>Critical errors and the human factors that cause or contribute to them (rushing, frustration, fatigue and complacency)</p> <p>The state-to-error risk pattern and the Critical Error Reduction Techniques</p> <p>The neuroscience behind the Critical Error Reduction Techniques</p> <p>Requirements for implementing phase 1 and average expectations based on 3,000 companies and 10,000 worksites:</p> <p>40-60% decrease in recordable injuries in the first 2 years</p> <p>60-80% decrease in recordable injuries over 4 years</p> <p>Leadership support required: Rate Your State, SafeStart stories and resources for steering committee</p> <p>Conclusion (Q &amp; A)</p>	
17:25 - 18:25	Break Before The Evening	
18:25 - 19:00	Drinks Reception - with Billy Kidd, magician entertainment	
19:00 - 20:30	Dinner	
20:30	End of Day 1	

Wednesday 28th June		
07:00 - 8:00	Per4orm Physical Wellbeing Bootcamp	with Ryan Doolan, PER4ORM Personal Training
08:30 - 09:00	Doors Open & Registration	
08:45 - 09:00	Welcome to the Congress Ice Breaker – Connection before Content	Moderated by: Ratna Morjaria , Senior strategic Advisor, VPWhite

<p>09:00 - 09:40</p>	<p>Panel:</p> <p><b>Topic: The new face of a Healthy Workplace: Emotional resilience in times of rapid change</b></p> <p><b>Overview:</b> Change is a constant in the workplace, and emotional resilience is crucial for employees and leaders to adapt to and overcome challenges with a positive attitude. Emotional resilience in the workplace means having the ability to adapt to changes in the work environment and overcome challenges with a positive attitude. Over the last 10 years this has been significant in with digital transformation, the pandemic, the economic changes, and the speed of change is often led with a technical goal in mind and not the people impact. The people impact involves managing stress, maintaining composure in difficult situations, and bouncing back from setbacks. Emotional resilience is important because change can be difficult to manage, especially in the workplace where there may be pressure to perform, deadlines to meet, and a need to maintain productivity. Emotional resilience helps individuals and teams stay focused and productive during times of change. We know it can increase well-being issues as we all must tackle life outside of work and increasingly becomes an area that leaders also need to consider. Are we doing enough to support our people? Are we doing enough to support our supervisors, managers, and leaders to manage these situations effectively. Do we need a different approach to managing well-being? In this panel we will explore the importance of emotional resilience in the workplace, share personal experiences, and discuss strategies for developing emotional resilience.</p> <p><b>4 Key Takeaways:</b></p> <ol style="list-style-type: none"> <li>1: What does emotional resilience look and feel like.</li> <li>2: Emotional resilience as leader/influencer.</li> <li>3: Skills and values that drive building up resilience.</li> <li>4: Warning signs to adapt in time.</li> </ol>	<p>Moderated by: Ratna Morjaria , Senior strategic Advisor, VPWhite</p>
<p>09:40 - 10:30</p>	<p>Roundtable 1:</p> <p><b>Topic: Data-driven risk management: using Artificial Intelligence to unlock untapped potential in H&amp;S information</b></p> <p><b>Overview:</b> How can companies leverage existing health and safety data to drive efficiency, manage risks and avoid incidents?</p>	<p>Hosted by: Steve Holmes, COO &amp; Mark Rushton, CEO, STC Insiso</p>



	<p>Companies across the globe are in the midst of major efficiency drives as economic and regulatory factors create downward pressure on operational costs. Meanwhile, project delays and spiralling costs are becoming increasingly unacceptable, and health &amp; safety remains non-negotiable.</p> <p>To effectively manage and balance these demands, businesses need to go beyond historic approaches to operational optimisation and mine data at an organisational and industry level. Unlocking the value of data as a source of anticipatory information about issues which might lead to dangerous, disruptive or non-conformance events could be a game changer – and the rich seam of health and safety data held at an organisational and industry level could be a high value place to start looking for insights.</p> <p>At this focussed discussion on the use of Artificial Intelligence to gain ‘unseen’ insights, hosted by HSE Global Series and supported STC Inviso, we will welcome H&amp;S leaders from across the UK to engage in a discussion on the potential value of H&amp;S data as a route to understanding the DNA of disruptive loss events and develop predictive approaches to heading these off.</p> <p>3 Key Takeaways:</p> <ol style="list-style-type: none"> <li>1: How H&amp;S data can be used to deploy more effective risk controls.</li> <li>2: Understand how AI can be used as a tool for extracting insight from large H&amp;S data pools.</li> <li>3: How aggregating data at an industry level can extract more accurate insights.</li> </ol>	
<p>09:40 - 10:30</p>	<p>Roundtable 2 -</p>	<p>Hosted by Eco-online</p>
<p>10:30 - 10:45</p>	<p>Meetings &amp; Networking Break</p>	
<p>10:45 - 11:15</p>	<p>Case Study Workshop  <b>Topic: Know your number one risk?</b></p>	<p>Hosted by: Andrew Hughes, Global Health and Safety Director, ISG</p>

**Overview:** Priorities must be arrived at by getting closer to the work through a daily assessment of engagement outcomes and prevalent conditions

It is often the case that with the benefit of hindsight we can see where we should have done better. Suddenly the gaps in our systems become obvious, hazards are revealed, lack of communication is exposed, and we look back on what happened with a critical eye.

This is where we can lose sight of 'how' work actually happens and look to assign blame. Because it's obvious right? In reality it is never obvious and it requires a concerted effort to understand due to works true complexity.

We cannot manage what we don't understand so we must engage our teams at every level of the organisation and ensure that we learn from both what goes right and what goes wrong. We also cannot hope to have sufficient control of significant risks without knowing our controls are high level and stand up to scrutiny.

Engagement takes many forms, but it is most successful when part of humble enquiry. Speaking openly and honestly about what is "Dumb, Dangerous, Different or Difficult" (Jeff Lyth) gets us closer to knowing how work actually happens in reality.

Knowing that we have robust high-level controls in place comes from developing a probe and sense approach to test our controls to destruction. ISG have introduced rituals and routines that focus on engagement and identifying where our controls need to be more 'high level'. During this session I will highlight how easy it is to assume we have a joined-up view on what our greatest risks are and how we can ensure that we always know our number one risk.

### 3 Key Takeaways:

- 1: We often cannot see how disconnected we are from real work. Only your workers truly understand the risks intimately.
- 2: Developing a sense of chronic unease and routinely testing our conditions through probe and sense is the only true way to know your risks.
- 3: Effective risk management is a combination of these 2 things. One does not work without the other.

<p>11:15 - 11:45</p>	<p>Case Study Workshop  <b>Topic: Leadership In Action</b>  <b>What have I done today to reduce risk?</b></p> <p><b>Overview:</b> We have all been discussing, for many years, the safety wave and how we have reached a plateau in safety improvements; ie, saving lives and reducing injuries. Everyone appears to be focused on reducing their lagging KPIs, some even use leading indicators, and yet we don't seem to be making any meaningful indent to the current level of deaths and injuries. Let's take a step back and take a little time to reflect on what we are doing to improve safety. How can we think about the challenge differently? Do we need to further develop our behavioural based safety programs, or is there a need for a new way of creating a stronger, more robust, safety culture? Maybe we just need to focus more on our employees being more compliant and do what they are told to do!</p> <p>Proactive Safety Leadership doesn't pretend to have all the answers, although we are thinking differently, and have some significant successes to proudly share. Through tapping into the collective brilliance of the creativity in the room, we can certainly think differently. Simply asking "What have I done today to reduce risk?" is a strong starting point.</p> <p>Leadership in Action is a proven approach as the results speak for themselves. We will outline the case for a focus on the reduction of risk through Leadership In Action and discuss how it can be further improved.</p> <p><b>3 Key Takeaways:</b></p> <p>1: Take a step back and re-assess your approach to safety. We are all too busy getting more and more focused on how we fix today's problems; it becomes really difficult to see the wood for the trees. Taking a step back to re-assess our approach is not only important, it is imperative.</p> <p>2: Relentlessly focus on risk reduction and keep looking forward. What have I done today to reduce risk through a methodology such as Leadership in Action will support your efforts and ensure they make a real difference.</p> <p>3: Building psychological safety is a key ingredient in your safety war. How else can we truly all be fighting the</p>	<p>Proactive Safety Leadership</p>
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	same battle – a safe working environment with zero harm.	
11:45 - 12:00	Meetings & Networking Break	
12:00 - 12:30	<p>Case Study Workshop  <b>Topic: Any word but ethics</b></p> <p><b>Overview:</b> The session will look at whether avoiding using the word ethics is the best way to promote ethical practice in the H&amp;S profession.</p> <p>In recent years, many professions have recognised the importance of ethical practice, and the health and safety profession is no exception. However, unfortunately, how we discuss ethical issues is often overly simplistic, misinformed or reimagined as a constituent part of some other concept, such as sustainability or ESG. The health and safety profession can only consider and discuss ethical issues professionally through a competent understanding of ethics. General ethical concepts and principles such as integrity, honesty and non-maleficence are routinely misunderstood. This results in an amoral approach to health and safety and fundamental inability to participate in meaningful discussions of relevant ethical issues, such as whether we have the right to be wrong? does it matter if the use of AI to improve workplace safety invades individual privacy? and is it dishonest to ignore those who question our opinions?</p> <p>During the presentation, I will argue that dumbing down or misrepresenting ethical concepts has resulted in a shared inability to recognise and evaluate the ethical implications of our decisions and actions. When we do not have the words to comprehend or describe a concept or experience, we utilise generalisations and substitute inadequate but easily comprehended terminology to fill the epistemic gap. ‘It tastes like chicken’ is a common phrase cited by those struggling to elucidate the flavour of snake curry, alligator burgers or some other example of a new or unusual culinary experience. Einstein is credited with the famous quote,</p>	Hosted by: Simon Cassin, Director, Ouch Training

	<p>‘everything should be as simple as it can be, but not simpler’. I could not agree more with the wisdom of Einstein. Nevertheless, as professionals, we should not accept the oversimplification of ethics to the point where it starts to taste like chicken.</p> <p><b>3 Key Takeaways:</b></p> <p>1: Oversimplification of important issues results in an inability to recognise and discuss those issues.          2: Without a reasonable understanding of ethics H&amp;S practitioners can never be professional          3: Apparently Alligator burgers don’t taste like chicken.</p>	
<p>12:30 - 13:00</p>	<p>Case Study Workshop  <b>Topic: Managing the Risk of Mental Health in an Increasingly Stressful and Fractured World</b></p> <p><b>Overview:</b> For many years occupational health/ wellbeing and safety were considered separate issues by many organisations. Increasingly, however, companies are understanding that the two issues are intimately inter-linked and should be treated as such. Tim’s new book ‘Talking Health Safety and Wellbeing’ addresses this directly and draws on how we’ve long understood what drives safety excellence – with many organisations having the performance to prove it. However, many of the key lessons have yet to be applied robustly to wellbeing and many organisations are still applying a ‘bikes and bananas’ approaches to the subject. This talk discusses the key methodologies that deliver a world class wellbeing culture and why that’s the very definition of a win:win.</p> <p><b>4 Key Takeaways:</b></p> <p>1: How the same minds-sets and habits that deliver world class safety can and should be applied to Wellbeing and Mental Health          2: The simple two-pronged organisational strategy – how an organisation can spot those struggling and how to pro-actively prevent struggling          3: The award winning “F.I. Toolbox talk” – aka the benefits of swearing and laughing when talking mental health ...</p>	<p>Hosted by: Jason Anker &amp; Tim Marsh, Anker &amp; Marsh</p>

	<p>4: Addressing the infamous law of ‘I’m fine thank you how are you?’ – engaging with employees who have decades of ingrained experience of not engaging</p>	
13:00 - 13:40	<p>Interactive Skills Session 1  <b>Topic: HOP-How - Learning Teams</b></p> <p><b>Overview:</b> Unlocking vital learning insights from everyday normal and successful work. Making it OK to be Human in organisations by making it OK to talk about what really happens when work is performed, learning from those who really know the work and do the work.</p>	<p>Hosted by: Andy Whitley,          Director, HOP Unlimited</p>
13:00 - 13:40	<p>Interactive Skills Session 2  <b>Topic: Presenting Ideas To The Boardroom</b></p> <p><b>Overview:</b> As HSE professionals, one of our challenges is to sell our ideas to the business. We have the expertise, we know what will work, but the challenge is to get support from others and ultimately resources from the business to fulfil them.</p> <p>This boardroom style discussion will surface some of the biggest difficulties we face throughout the process – and it is a process – of turning a great idea into business commitment and action. This discussion, combined with some immediate best practices, will whet your appetite for wanting to learn more about the skills and strategies which we need to sharpen in future HSE Global Series events.</p>	<p>Hosted by: Phillip Barnes,          Moderator &amp; Trainer,          Sarah Brummitt Limited</p>
13:00 - 13:40	<p>Interactive Skills Session 3  <b>Topic: How to Build and Elevate Your Personal Brand: An Interactive Workshop on Social Media and LinkedIn Optimisation</b></p> <p><b>Overview:</b> In this session, Laura and Lauren will demonstrate the benefits of online branding, and will work with attendees one-on-one on their online presence, giving real tips and action points.</p> <p>Step into the world of personal branding with our dynamic workshop led by Laura. This immersive session is designed to equip you with the knowledge and tools to build a successful online personal brand. Laura will kick-start the workshop by exploring the numerous</p>	<p>Hosted by: Laura Aucott,          Associate Director, HSE          Recruitment Network</p>

	<p>benefits and proven pathways to achieving a strong personal brand in the digital realm.</p> <p>As the workshop progresses, participants will engage in hands-on activities, and have the opportunity to have their social page reviewed via a LinkedIn audit. Through these interactive exercises, you will receive personalized guidance from Laura herself, enabling you to craft compelling content that resonates with your target audience. Discover how to effectively showcase your skills, increase engagement, and effectively promote yourself through social media platforms.</p> <p>Additionally, you'll be provided with valuable insights on creating an impeccable LinkedIn page, empowering you to capture the attention of headhunters and enhance your job search efforts. Gain up-to-date content feedback, enabling you to effectively share your ideas and inspirations, fostering meaningful connections with others.</p> <p>Furthermore, this workshop isn't just about personal gain, but also about contributing to the safety industry. By sharing best practices and successes, you'll be able to make a positive impact and drive improvements within the field. Join us for this transformative workshop and unlock the power of personal branding.</p> <p><b>3 Key Takeaways:</b></p> <ul style="list-style-type: none"> <li>1: Enhanced personal branding strategies</li> <li>2: How to optimise your LinkedIn profile</li> <li>3: Content contribution in the safety industry</li> </ul>	
13:40 - 14:00	Break To Collect Lunch	
14:00 - 14:30	<p>Closing interactive discussion:</p> <p><b>Title:</b></p> <p>Overview:</p>	Moderated by: VPWhite
14:30 - 14:45	Closing Statement	
14:45	Close of the Congress	