

## DISSECTING THE MISSING LINKS TO AN EFFECTIVE SAFETY CULTURE

**Objective:** To explore, unravel, deconstruct, and understand the underpinnings of safety culture programs and the related effects on organizational safety performance.

There are numerous ways that organizations address “underperforming” safety programs, including the establishment of awards, rewards, new training design, increased audits, and consequences. All of these actions bring some value into safety programs, and all of them have their drawbacks, and once organizations figure that out, they often jump to introduce management consultants with plans to implement expensive and shiny safety culture packages, which are often the cream of the crop of **WRONG** things to administer in problematic workplace safety cultures. The reality is that your organizations usually have everything they need, physically, to enable high safety performance and improve safety culture and safety programs. The problem is that they also often have every element that will prevent it. Organizations are often simply not aware of the links, the missing links, to effective safety culture, and how to deploy them for safety success. This presentation addresses safety culture and dissects what it means, what is necessary, and a surface-level framework on how safety culture can be “fixed.”



**Presenter:** Dr. Anton Shufutinsky, PhD, DHSc, MSPH, CHMM, REHS/RS is the President and Principal at Changineering Global, and organizational science consulting firm focused on organizational design and effectiveness across functions and operations. Anton is a retired military officer, having served in the primary roles of Industrial Hygiene Officer, Safety Officer, Environmental Protection Officer, CBRNE Officer, and Operational Risk Manager during his last 13 years of military service. He has worked in shipyards, building construction sites, operational deployments, research laboratories, hospitals, military airports, weapons stations, vehicle maintenance, and on Navy ships. He also has several years of environmental, health, safety, and human resources experience in post-military corporate management at numerous Fortune 500 companies in the pharmaceutical, biotechnology, defense, and entertainment industry. He has been published more than 30 times in peer-reviewed scholarly journals on the topics of environmental health, safety, emergency response, organizational development, organizational design, conflict analysis and resolution, and organizational leadership. He has taught and lectured on EHS and Emergency Management at Salus University, Virginia Commonwealth University, and the Uniformed Services University, and is resident-scholar faculty at Cabrini University’s organizational development PhD program and Grand Canyon University’s College of Doctoral Studies, and leads the research element for the NTL Institute of Applied Behavioral Sciences. Dr. Shufutinsky’s EHS-related focus areas include safety culture, incident investigation, and root cause analysis, EHS management and leadership, maritime safety, chemical hygiene, and industrial hygiene. He is a previous NIOSH graduate fellow, holds a Master of Science in Public Health (MSPH) in industrial hygiene, a Doctorate in Health Science (DHSc) with and environmental health science emphasis, and a PhD in Organizational Development.

**Date:**

Wednesday, February 5<sup>th</sup>, 2020

**Time:**

5:30pm - 6:00pm Networking  
6:00pm - 7:30pm Presentation

**Location:**

JRM Construction Management  
242 West 36<sup>th</sup> Street,  
11<sup>th</sup> Floor  
New York, NY 10018

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