



Sandia
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Laboratories

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SAFE

Safety Academy For Excellence



PRESENTED BY

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ENVIRONMENT
SAFETY & HEALTH



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SAFE - Leadership Training Program

- Multi-lab collaboration between Lawrence Livermore, Lawrence Berkeley, Argonne, Los Alamos, and Sandia National Laboratories
- 2-day immersion, leadership development workshop - modelled after Battelle's *Laboratory Operations Supervisor Academy* (LOSA) program
- Strengthens participant's awareness of how critical their role is in fostering a healthy and shared safety culture
- Prepares front-line supervisors to build a strong, safe and healthy culture
- Provides a safe and structured environment to practice the behaviors that help them create productive and safe working environments





SAFE - Leadership Training Program (Cont.)

- ½ day: presentations
 - Safety culture principles
 - Based on the DOE's '*Safety Culture*' and '*Safety Conscious Work Environment*' definitions, and ISM behaviors identified in DOE G 450.4-1C, Attach. 10 (*Safety Culture Focus Areas and Associated Attributes*) [Ref. TLP Courses]
 - Practical, shop floor-/benchtop-/work area-level practices
 - Leadership behaviors for creating a safe working environment (*physically* and *psychologically*)
 - How to engage staff and provide effective feedback
- 1 ½ days: skill-building through dynamic learning activities
 - '*Deliberate practice*'
 - Practical application through scenario practice in structured environments



SAFEty Principles

- Everyone is personally responsible for ensuring safe operations
- All staff value the safety legacy they create in their discipline
- Staff raise safety concerns because trust permeates the organization
- Hazards are identified and evaluated for every task, every time
- A questioning attitude is cultivated
- A healthy respect is maintained for what can go wrong *AND* what must go right
- Cutting-edge science requires cutting-edge safety
- Learning never stops





SAFE Reimagined 2021: A SAFE Journey

- **Hybrid Model:** eLearning + individual activities + in-person interactive videoconference collaborations.
- Participants review eLearning modules, complete exercises in their Participant Handbooks, and role-play (*virtually*) in scenarios to practice key personal interaction skills and important principles for a healthy safety culture.
- Facilitators give presentations and utilize a virtual roundtable discussion format to ensure all participants can contribute.
- Each Lab hosts/supports own workshops
 - Virtual meeting platforms familiar to participants and facilitators, and that have breakout room Functionality (e.g., Teams, WebEx)





A SAFE Journey - Workshop Structure

- Pre-Work eLearning (self-study): “*SAFE Principles*” and “*Giving Feedback*.”
- Preboarding Session (1 hour): Group review of the eLearning curriculum and workshop foundations. Participants are assigned to training cohorts..
- Workshop Session 1 (1.5 hours): Facilitated review/discussion of 1st case study (*Floor Cleaning*). Overview of physically and psychologically safe environments. Role-play first scenario (*Air Supply Line Installation*) and practice giving/receiving feedback.
- Workshop Session 2 (1.5 hours): Facilitated review/discussion of 2nd case study (*The Work Around*). Role-play second scenario (*Checking in on Materials Research*) and practice giving/receiving feedback.





A SAFE Journey - Workshop Structure (Cont.)

- Workshop Session 3 (1.5 hours): Facilitated review/discussion of 3rd case study (*Managing Change*). Role-play third scenario (*Troubleshooting Control Circuits*) and practice giving/receiving feedback. Introduction to the Commitment worksheet (continuing learning).

Participant Handbook	Reviewed before preboarding and used throughout workshop
eLearning Courses	Completed before preboarding
Case Studies	Completed before each scheduled session discussion
Role-play Scripts	Review and prepare before each scheduled session scenario
Self Reflection	Completed on Wednesday during the week of workshop
Self Evaluations and Survey	Completed before and after workshop





A SAFE Journey - Principles for a Safety Culture

S

Stay vigilant in personal responsibility for ensuring safe operations

A

Ask questions and raise concerns to continue learning

F

Foresee what can go wrong and what must go right

E

Evaluate and identify hazards for each task, every time



A SAFE Journey - Points of Contact

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