**Organisation culture** is the collective behavior of people that are part of an organization, it is also formed by the organization values, visions, norms, working language, systems, and symbols, and it includes beliefs and habits.

It is also the pattern of such collective behaviors and assumptions that are taught to new Organisation members as a way of perceiving, and even thinking and feeling. Organisation culture **affects the way people and groups interact** with each other, with clients, and with stakeholders.

Organisation culture is a set of shared mental assumptions **that guide interpretation and action in Organisations** by defining appropriate behavior for various situations. At the same time although a company may have "own unique culture", in larger organizations, there is a diverse and sometimes conflicting cultures that co-exist due to different characteristics of the management team. The Organisation culture may also have negative and positive aspects.

Expectra OBM™' aims to asses and correct the appropriateness and effectiveness of the **Safety Risk Management process** to facilitate **a zero harm mind set** and to move from a blaming to trusting culture within the Organisation
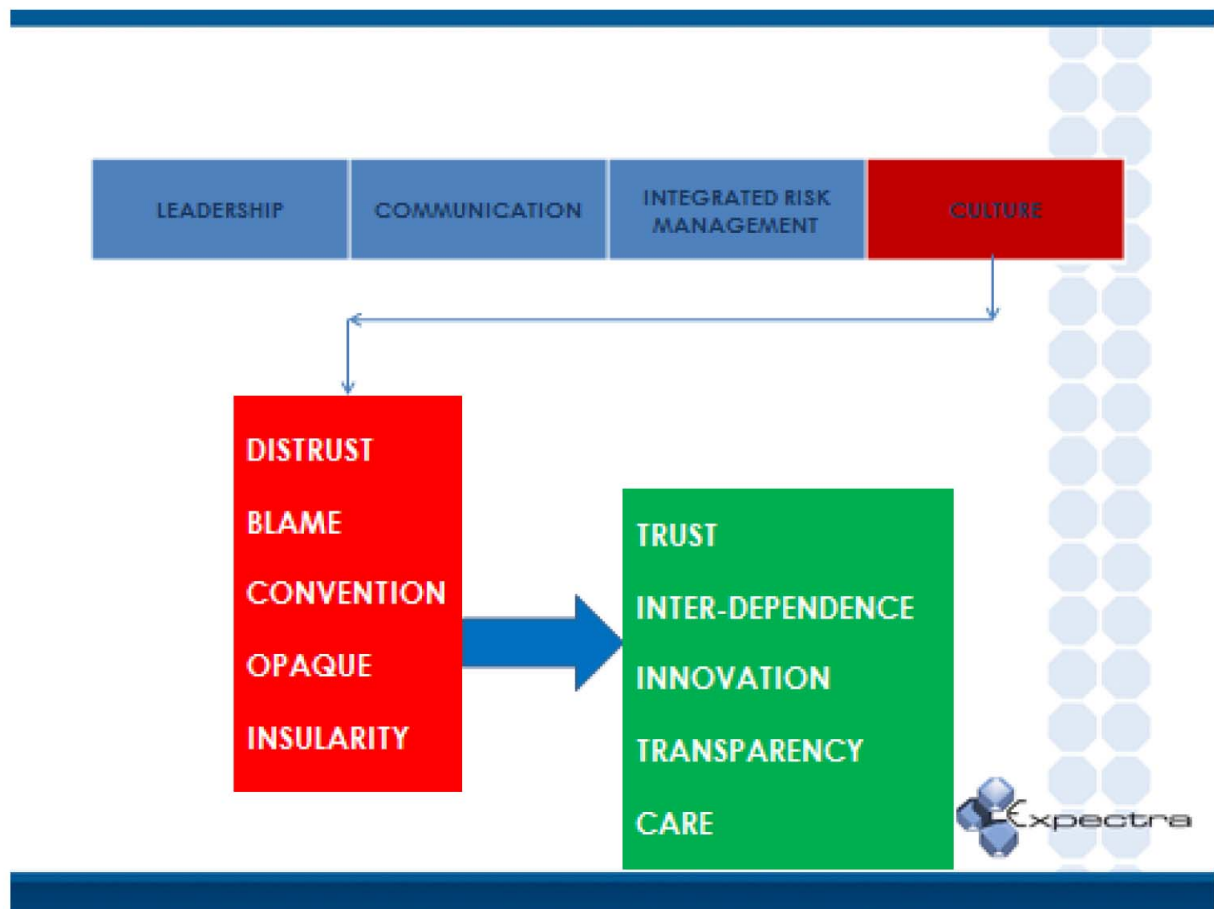
## ACHIEVING A TOTAL SAFETY CULTURE SHIFT REQUIRES PARADIGM SHIFTS

| FROM | TO |
|------|-----|
| Failure Oriented | Achievement Oriented |
| Outcome Based | Process Based |
| Management Driven | Management and Employee Driven |
| OHS Legislation | Company/ Employee Responsibility |
| Rugged Individualism | Teamwork |
| Piecemeal Approach | Systems Approach |
| Fault Finding | Fact Finding |
| Reactive | Proactive |
| Quick Fix | Continuous Improvement |
| Safety is a Priority | Safety is a Value |

Expectra

For more information on this element and approach, please contact the experts at our offices.