




## The Safe-ari™ Journey

### Getting the most from your trip

Safe-ari™ is a journey defined by your business needs. It can be as simple as a keynote address on situational awareness or as sophisticated as the process to get all employees actively involved in eliminating risk and hazards to people, products and community. If you are looking for the way to unlock the creativity of your people and focus their energy on company relevant topics, Safe-ari™ delivers. The journey begins with a decision: “Am I willing

to stop talking ‘at’ people and start talking ‘with’ them?”

Getting the most from your trip requires a prepared management team and capable Safe-ari™ Guides. With both in place, a virtuous cycle of improvement begins. Guides facilitate small group discussions using the Safe-ari™ learning platform and management sets the conditions for change to occur. First, ground people’s valuing for a safety

 <b>Situational Awareness Trips</b>											
by Management											



Banners are available to reinforce discussions.

*Guides facilitate small group discussions using the Safe-ari™ learning platform and management sets the conditions for change to occur.*

## Attributes of a successful Safe-ari™ Guide

Selection and development of Guides is a critical success factor to achieving results. Finding candidates with the highest probability of success is an important first step because the Safe-ari™ process shifts the organization from “talking at” employees to “talking with” employees, with a bias towards action. Characteristics of a good candidate are as follows:

- 1) Comfortable in front of people
- 2) Comfortable facilitating conversations
- 3) Respected by management and workforce
- 4) Capable of handling conflict without making it personal
- 5) Enthusiastic
- 6) Positive
- 7) Cares about others
- 8) Credible
- 9) Trust worthy
- 10) Self-initiating
- 11) Collaborative and team oriented
- 12) Organizationally aware
- 13) Comfort with ambiguity
- 14) Builds rapport
- 15) Aware of cultural differences



The Guide is essential for a successful Safari.

## Safe-ari™ Guide Role Description

### Core Work:

Set conditions to engage people in the daily operation and improvement of the business through conversations created with the Safe-ari™ pictures.

### Accountable for:

- Leading small-group “tool box” talks using the slide deck
- Scheduling and managing Safe-ari™ roll-out
- Making Safe-ari™ come alive in your business
- Helping your organization move from “compliant” to “involved” to “engaged”
- Managing an “inclusive” change process
- Helping people sort through ideas and getting them implemented quickly
- Building an appreciation of the Safe-ari™ process within management and union leadership

- Sharing the vision of what is being created
- Managing group dynamics
- Getting decisions made... closing on action items

### Responsive to:

- The vision being created
- Group-based, problem-solving process
- The slide deck
- Group-generated ideas
- Risk and hazard assessment framework and training
- Collective bargaining agreements
- Best practices in other facilities
- Organizational restraints

### Creative Around:

- Finding the best ways to engage and involve people
- Using the pictures to draw out people’s thinking
- Bringing people together to make desired changes
- Preparing people for the Safe-ari™ process
- Facilitating conversations
- Making meetings worthwhile
- Encouraging participation
- Creating valuing for a safety-mindset within all employees

## Management Readiness

The quality of the management team and the extent of organizational engagement define the culture within which Safe-ari™ will live. Organizational engagement is characterized by departments actively seeking to align policies in support of key organizational pursuits. Departments work together on improving flows of work that cut across the organization. The quality of the management team is defined through the Performance Dimensions as follows: 1) Management operates as a team; rates greater than 5 on the Team Audit with low std. deviation.

- 2) A group-based process is used to solve business problems
- 3) Data and problem solving tools are used
- 4) There is alignment within the group on vision, values and mission; they exist and are understood
- 5) The group speaks with “one voice”
- 6) There is a track record of delivering results with year-over-year improvements

- 7) Growth is desired and the path understood
- 8) Talent is developed in a systematic way
- 9) The group can adapt and lead through change
- 10) Innovation and improvement are on-going activities
- 11) The vision is actively shared with the workforce
- 12) Processes are regularly challenged for improvement and alignment
- 13) Decisions are delegated and people are encouraged to take action
- 14) People in management model the way for the organization; the desired way

- Have all people fully engaged in the daily operation of the business
- Inspire a “great company” attitude through a safety mindset
- Eliminate risk/harm to our people, our product, our customer, our business and our community

- 15) People in management encourage the workforce and keeps them engaged

**Team Audit Sheet**

	Rarely seen			Frequently seen		
	1	2	3	4	5	6
1. People are committed and have stake in the group's charter						
2. People feel personal accountability for the group's success						
3. People accept responsibility and do not blame others						
4. People identify with a bigger purpose						
5. Personal agendas are set aside for the good of the group						
6. Shared standards-of-excellence guide daily decisions						
7. System thinking keeps us connected to the bigger picture						
8. Contributions are appreciated						
9. Roles are defined relative to the purpose of the group						
10. Relationships are defined relative to each other						
11. People come together to solve problems						
12. People collaborate to accomplish a task						
13. People are effective and efficient working together						
14. Each person has "voice"						
15. Shared goals are known and measured						
16. A common "language" and problem solving process is used						

Management readiness can be enhanced by using the Team Audit .

## What is a “Monkey Breakfast”?

“Monkey Breakfast” is the way to address open action items when on Safari.

Sometimes on safari you do not get to see all the animals as part of the normal day. They remain on your “do list” and will require extra effort to be seen. Some animals are most visible early in the morning, like the hippopotamus. This means

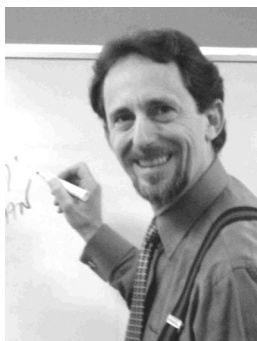
you must leave camp very early without the full-service breakfast. Instead, you get the monkey breakfast, which is an assortment of edibles served in a cup.

For us, Monkey Breakfast is the list of open action items still needing attention. It is the “do list.” It is the process for ensuring action is taken and all

agreements addressed.

Having Monkey Breakfast is a good thing because it says we have a queue of improvements and it is a good way to see how quickly the organization responds to ideas. Monkey Breakfast drives accountability, closure and keeps us focused on the important few.

*“Organizational engagement is characterized by departments actively seeking to align policies in support of key organizational pursuits.”*



**Alden B. Davis**

### **Alden B. Davis, Safe-ari Guide**

Alden B. Davis is a specialist in regenerating institutions. Known by colleagues and friends as “the corporate plumber,” he has 30 years of global expertise in industry, designing, orchestrating and leading large-scale institutional change. His focus is financially-based change processes, business turn-

arounds, safety cultures, collaborative labor-management change and leadership development. Alden is a contributor on Connecticut’s #1 Newstalk radio station, a frequent conference speaker and workshop leader and has presented to numerous organizations including MIT, Boston University, Univ.

of Puerto Rico, CAAC Beijing, Goal QPC, IAM Placid Harbor, EO and the Business Council to the UN. Alden is founder and president of It’s Our Time, a non-profit for peace. He is degreed in Business and Engineering from Arizona State University, holds two patents and lives in Avon, CT.



**Leonard D. Diamond**

### **Lenny Diamond, Safe-ari Guide**

Mr. Diamond specializes in creating interactive meetings, learning environments and safe conversation space for organizations and individuals. He reinforces team work, strengthens leadership effectiveness, recognizes and leverages differences and similarities in the organization and creates effective communication systems and channels. Throughout a 20+ year corporate career, Lenny created change resilient cul-

tures by orchestrating organizational climates characterized by open communication with active participation and trust. Lenny supports merger, strategic alliance and partnership formations. Clients include Eli Lilly & Co., U.S. Department of Agriculture, The Hartford Insurance, Bristol-Myers Squibb, Dyax, Sanofi-Aventis, Habitat for Humanity and Area Agency on Aging. Lenny holds a BS in Business Administration from Ithaca Col-

lege. He is a member of the Boston Facilitator’s Roundtable, the International Association of Facilitators and serves as President for the Global Facilitators Serving Communities (<http://www.globalfacilitators.org/>).



## Preparing for Your Safe-ari™ Event

The decision has been made to host a workshop; what's next?

- 1) Go to Safe-ari.com and understand the Safe-ari™ philosophy and possibilities; review with management.
- 2) Decide your business reason for pursuing.
- 3) Determine number of sessions needed; groups up to 40 people. Include a briefing session with management.
- 4) Lock-in the dates with Alden Davis, +1.860-748-3780.
- 5) Book a room equipped with projector, speakers, chart-pad/ white board.
- 6) Understand Safe-ari™ Guide role and selection criteria.
- 7) Understand your requirements to reinforce the message through posters and banners; numbers needed and locations.



Good planning gets you to your successful Safe-ari™ workshop.

## Safe-ari™ Results Risk Assessment

Quality and engagement of Management Team

Strong

- Guide unable to engage people
- People stop participating
- Meaningful change lost

- Engaged employees
- Assessing risk
- Delivering results
- Sustainable system

Safe-ari™ not available for use

- Guide drives the process
- Guide creates excitement
- Guide pushes through results
- Personality driven

Unprepared

Well prepared

Caliber and preparation of Safe-ari™ Guides



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*Situational Awareness is traditionally presented as an academic topic growing from John Boyd in the early years of Top Gun schooling in the 40's. He found that pilots gained a competitive advantage using the OODA Loop; observe, orient, decide and act. This is a tactical approach to the subject.*

*"Safety on the Savannah" takes people out of their "normal" environment and lets them learn about situational awareness from population groups that are experts. For those living in the Savannah, situational awareness is a matter of life and death. If you get injured, you are dinner. Join us on a tour.*



**MATERIAL REQUEST FORM**

Reinforcing the Safe-ari™ message

	Priorities	Quantity	Estimated
	all	Requested	Prior
<b>Introduction</b>			
Pool Cards			
Playing Card Deck			
Posters			
T-shirt: "I've Got Your Back"			
T-shirt: "Harambe is Walking"			
Calendar			
<b>Safe-ari™ Core Message</b>			
Laminated slide deck			
Poster set of 18			
Safe Banner			
Place banner			
Place banner stand			
Safe-ari™ Guide			
Shield			
Zebra's name patch			
Lapel pin: Harambe			
Postcard: "I've Got Your Back"			
Postcard: "Harambe is Walking"			
<b>Family Program</b>			
Playing Card Deck			
Children's book			
Coloring book			
Stuffed Animals			
Pool Cards			
Animal masks			
<b>Total \$</b>			

Skip to: \_\_\_\_\_

Reset: \_\_\_\_\_

Cancel: \_\_\_\_\_

Cancel: \_\_\_\_\_

Order Form

## Images Reinforce Lessons

Zebras need to rest. Zebras can never let their guard down. Solution: I've got your back.

This example from the Savannah demonstrates how situational awareness is a normal part of the zebra's day. Discussions from this picture are locked in and reinforced through a poster. Post at the time clock, the break room, the discussion areas so that "I've Got Your Back" becomes the norm.

A ten poster set is available to reinforce the safety message. Banners and "post cards" are available, as well, to share the message in big ways.



**I've Got Your Back**