

Fair & Just Culture

Fostering Safety Excellence Through
a Fair & Just Culture

safeworx
Consulting Inc.



This course is designed to equip supervisors and leaders with the tools and knowledge to create a safe, productive, and **positive work environment** by embracing Fair and Just Culture principles.

Participants will explore how to balance accountability with compassion, transform mistakes into learning opportunities, and drive organizational growth and safety performance.





Course objectives:

- ✓ Understand and apply the principles of a Fair and Just Culture
- ✓ Explore the integration of Human and Organizational Performance (HOP) and the new and leading views around Safety with Fair and Just Culture
- ✓ Develop strategies to transform safety culture and enhance system resilience
- ✓ Foster trust and accountability while encouraging a strong reporting culture

Key Learning Outcomes:

- ✓ Differentiate types of human error and apply proportional accountability
- ✓ Build and sustain trust within teams and organizations
- ✓ Enhance leadership effectiveness and align workplace culture with organizational goals
- ✓ Use practical tools to support continuous improvement and safety system development

Agenda Highlights

① Introduction to Fair and Just Culture

- Defining culture and the role of trust and accountability in safety systems.

② Principles and Frameworks

- Exploring Fair and Just Culture, HOP, and the new and leading views of Safety
- Understanding how these concepts integrate to improve organizational safety.

③ Practical Exercises

- **Building Trust in Action:** Identifying barriers to trust and defining actionable opportunities
- **Error Analysis in Action:** Using a Fair and Just Culture decision tree to assess accountability and response

④ Role-Specific Responsibilities

- **Leaders:** Modeling ethical behavior and fostering transparency
- **Supervisors:** Bridging leadership and employees by promoting fair responses and supporting reporting
- **Employees:** Taking responsibility, engaging in reporting, and collaborating for system improvement

⑤ Applications and Continuous Improvement

- Implementing strategies to address systemic issues and improve workplace culture
- Driving ongoing organizational growth through feedback and learning





Supervisors, team leaders, and safety professionals seeking to improve organizational safety and culture.

Managers and decision-makers committed to fostering trust and accountability in their teams.

This course offers actionable insights and tools to transform safety culture, enabling organizations to thrive in dynamic and complex environments.

Ready to explore what we can
accomplish together? **Let's start a
conversation.**

safeworx
Consulting Inc.



Jordan Vince,

Principal

Safeworx Consulting Inc. British Columbia, Canada. support@safe-worx.ca

safe-worx.ca →