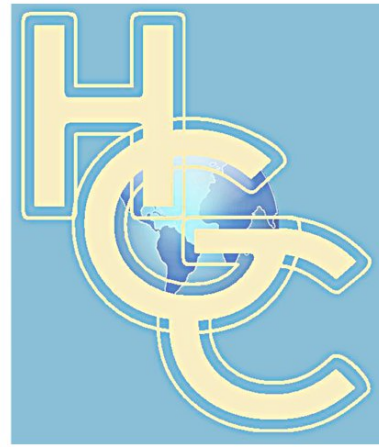
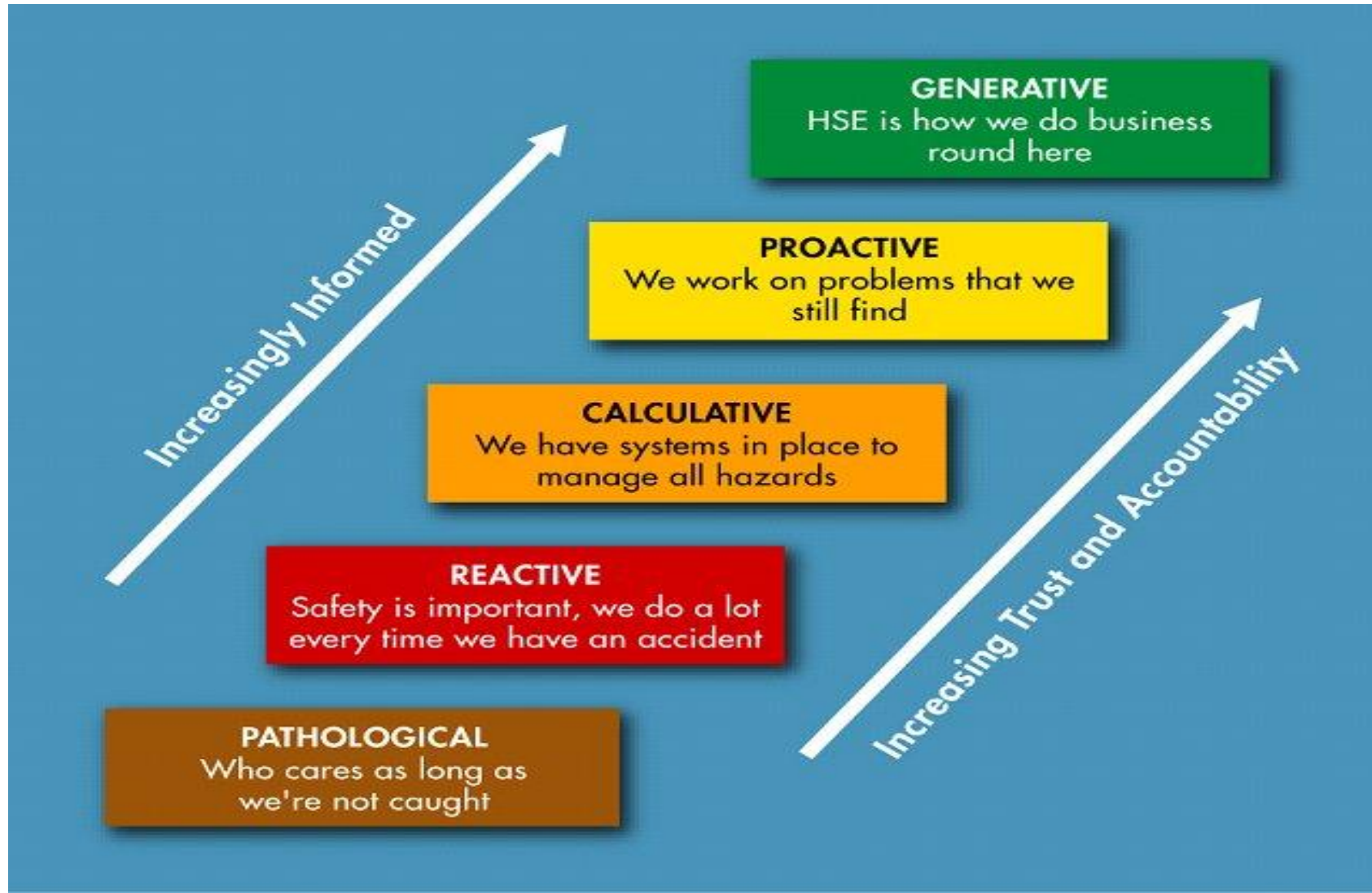


Understanding the Hudson Safety Culture Ladder

Timothy Hudson, Senior Partner, Hudson Global Consulting



HSSE Ladder as a road map



Models and Cultures

Cultural Level

- Pathological
- Reactive
- Calculative
- Proactive
- Generative

Causal Model

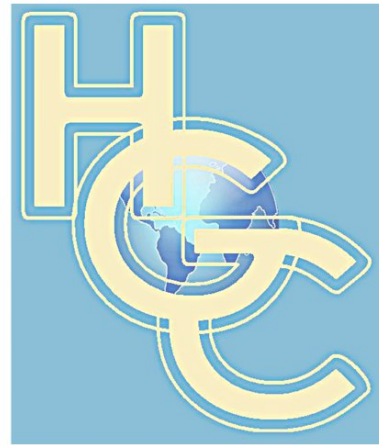
Bad People, Luck

Linear Deterministic thinking

Non-linear Deterministic

Non-Linear Non-Deterministic

Dynamic Non-Linear Non-Deterministic



Models and Cultures

Cultural Level

- Pathological
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Underlying Structure

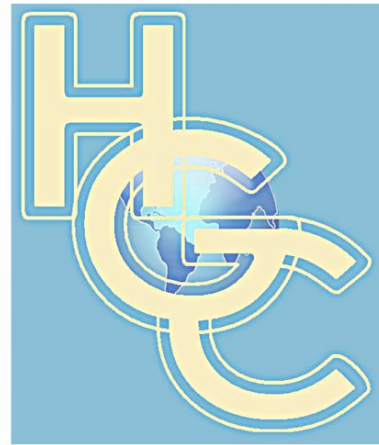
None

Unstructured

Structured

Context Sensitive

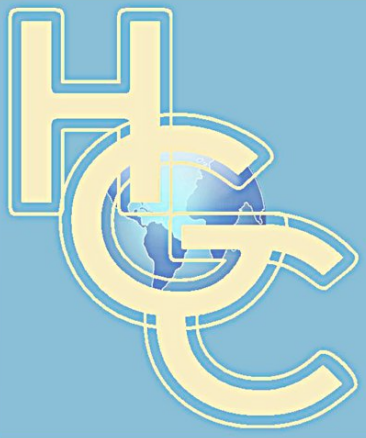
Internally Context Sensitive



Reactive



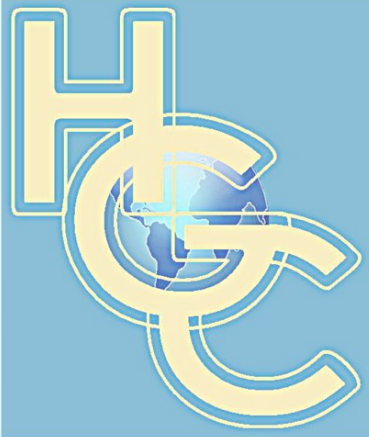
Reactive



Calculative



Proactive



Proactive



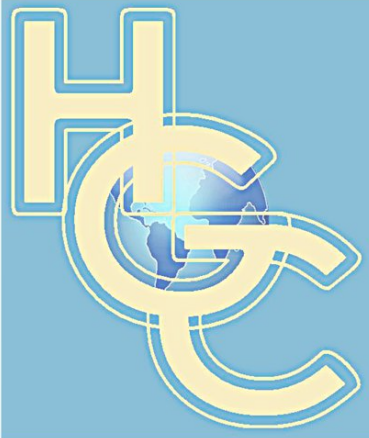
Cyphertree

Cross Functional Team

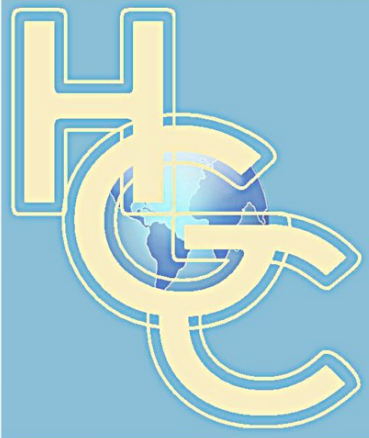
What are cross functional teams and how to implement them in your Business?

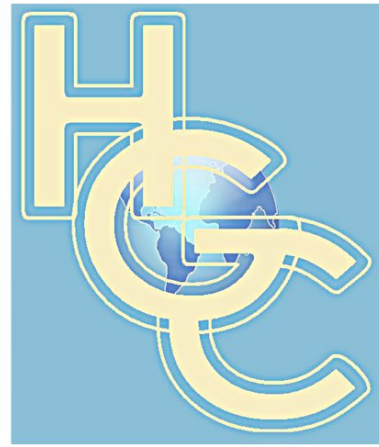


Generative



Generative





Discussion - in practice

- The challenge is, that cultures are not a single organism, they are collections of individuals.
- The organisation will create the culture dependent on their shared understanding of how the world works, their shared causal model.
- This starts with the senior management and then filters down through the organisation. If the senior management sees the world in a linear and deterministic fashion, then the culture cannot progress.

Q&A

