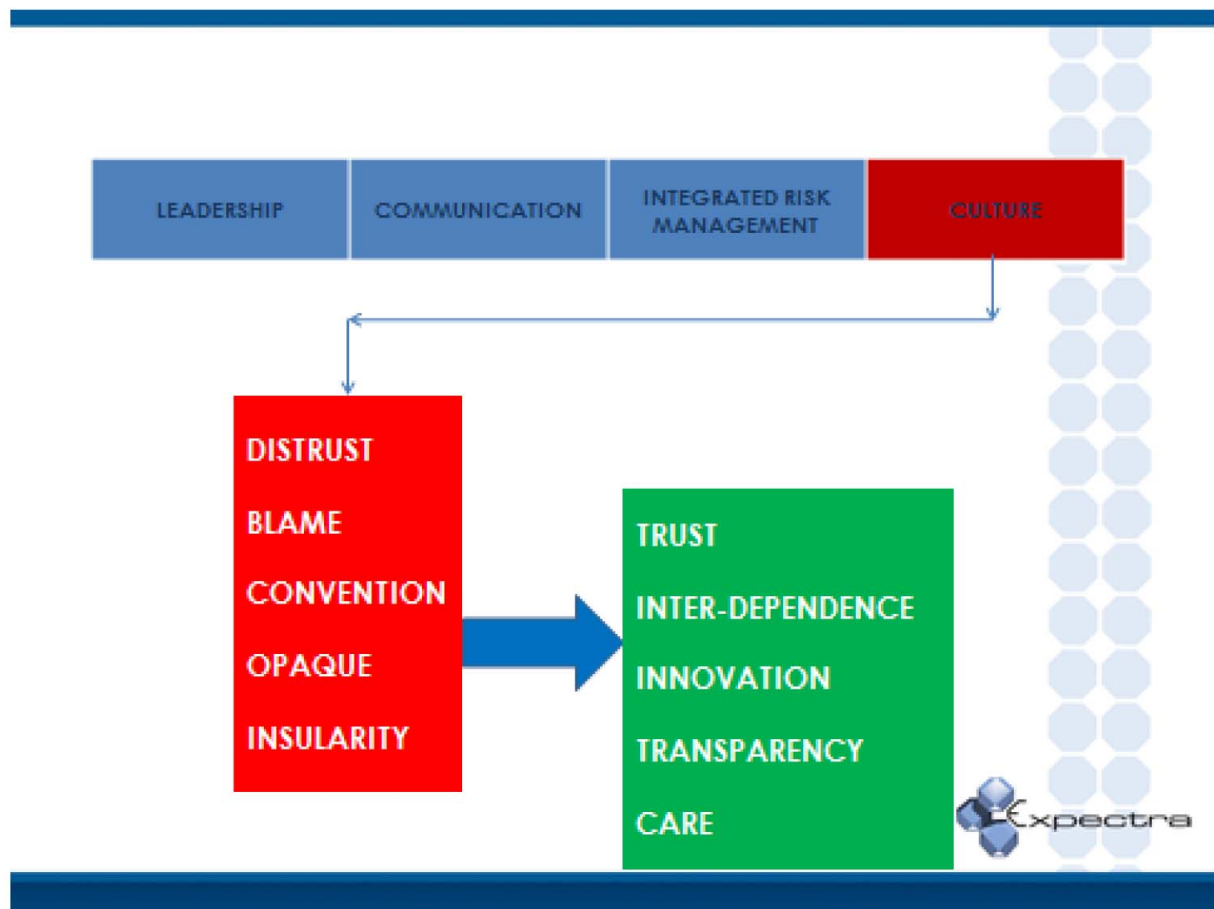


**Organisation culture** is the collective behavior of people that are part of an organization, it is also formed by the organization values, visions, norms, working language, systems, and symbols, and it includes beliefs and habits.

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 assess 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



With the transfer of the Tunnish QPIT, the company's growth in the local market is a priority, and the company is currently in the process of developing a new business plan.

## ACHIEVING A TOTAL SAFETY CULTURE SHIFT REQUIRES PARADIGM SHIFTS

### FROM

Failure Oriented  
Outcome Based  
Management Driven  
OHS Legislation  
Rugged Individualism  
Piecemeal Approach  
Fault Finding  
Reactive  
Quick Fix  
Safety is a Priority

### TO

Achievement Oriented  
Process Based  
Management and Employee Driven  
Company/ Employee Responsibility  
Teamwork  
Systems Approach  
Fact Finding  
Proactive  
Continuous Improvement  
Safety is a Value



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