



Safety LAB

**In this file you can find the
main information about
SafetyLAB Program**

***Could we bring innovation
into our safety learning
processes?***

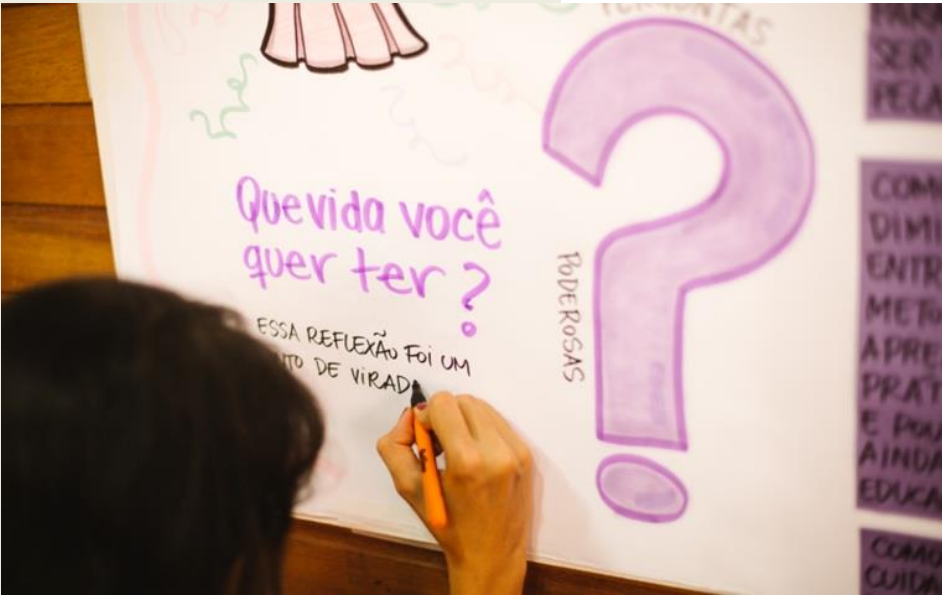


WHAT IS SAFETY LAB?



It is a didactic training program designed for EHS professionals and Leaders. With an innovative approach, it aims to empower these “key people” to challenge their beliefs about human factors and learning in H&S, while redefining traditional notions in Adult Education.

It was created to develop educational skills, to experience dialogue and collaborative practices and to bring some simple tools into their repertoire. It helps them to engage people in creating a Culture of Caring in the industry’s daily work.



OUR PURPOSE

Our purpose is to create a trusted and relaxed space to broaden the understanding of Learning Safe Behaviors and practice Innovative Adult Education Methodologies that can be immediately applied in any workplace reality.

OUR BELIEFS

05 There are **many ways to accelerate** the development of non-technical skills (theirs and their teams')

04 **Human-related skills** are needed, even though they haven't been the formal education focus

03 They need to be prepared to understand and **facilitate personal and organizational** change

02 Every leader and safety professional is an **educator**

01 **Learning** is one of the EHS **change drivers**

06 All the innovative methods and techniques **are now available to all of us**

07 Beyond rules and procedures, we need to **build together meaningful reasons** to engage people on safety

08 When we use the lens of **human-centered design** to provide learning experiences, we do it with total **empathy with the workers' needs**

09 In a complex system, **collaboration is the key to creating** proactive and smart solutions

10 The evolution of safety performance is a process. We always **need to support people, in all steps of this journey**



The future of safety is connected to an **ecosystemic approach** and it needs a **powerful purpose** to pursue. There is an ethical missing ingredient



This is why
"Caring is our deal!"

“We are 20th century educators, teaching 21st century people using 19th century models”. (José Pacheco)



(based on neurosciences, new educational tendencies and innovative approaches of safety)

Accelerated learning

- Training hours
+ impact of training
(ex: TED model)

Integrative and Holistic Learning

Stimulating the same synaptic connections by different types of information (visual, sound, interaction...)

If it's not fun, it's not sustainable

+ Emotion
+ Long-term memory and long-term learning
(Art of Hosting, Gamification, Storytelling)

Visual Thinking

- Written content
+ Images + Colors
+ Icons + Maps
(Visual Harvesting and Facilitation)

Experience Learning

Adults learning (Andragogical approach) connecting things that make sense, useful content, powerful questions, flipped classroom, interaction and a lot of practical experiences

Motivate? No! Engage them

Engagement is about making good invitation. So good that people want to join this. Are people interested in safety trainings and campaigns now?

User Experience (UX)

For whom do you create your speech, training, platform, campaign? Empathy with our learners needs is THE key for engagement.

Growth Mindset in EHS performance

+ safe behaviors
- At-risk behaviors
Focus on proactive Safety.
What can we learn together that enhances operational safety??

From Instructor to Facilitator

Adults learn in their own way and outside the training center too.

Your body learns!

Your brain lives inside your body. Our learners physical condition and openness matters (are they sleepy, hungry, stressed, overloaded, in pain?)



Our role is to create a safe and stimulating space, with accurate strategies, to boost sensemaking and human skills acquisition.

Different Models of Learning

Learning led by Educator

Pedagogical

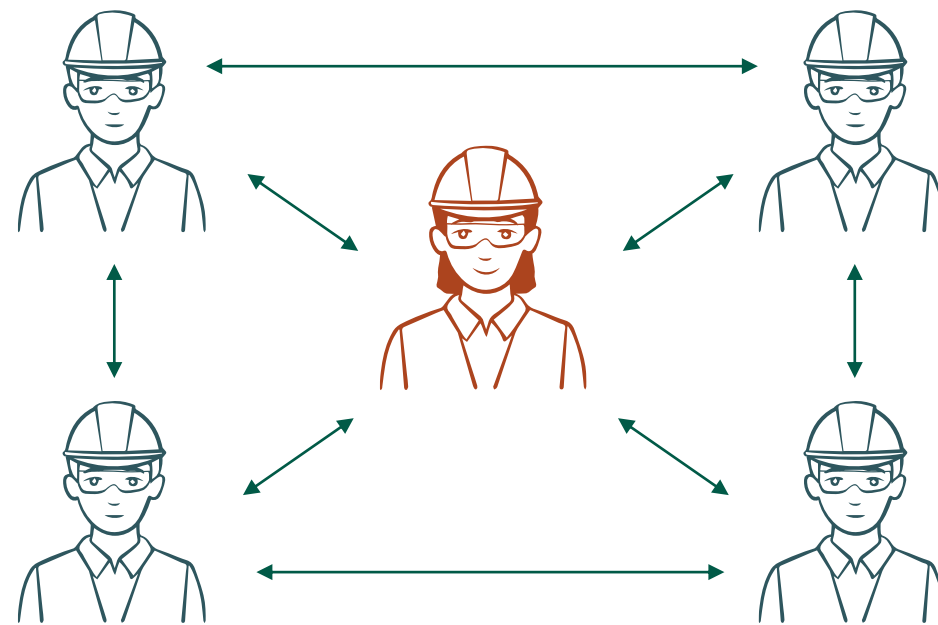


Unidirectional Transference

J.F Herbart (1776-1841)

Apprentice focused Learning

Andragogical

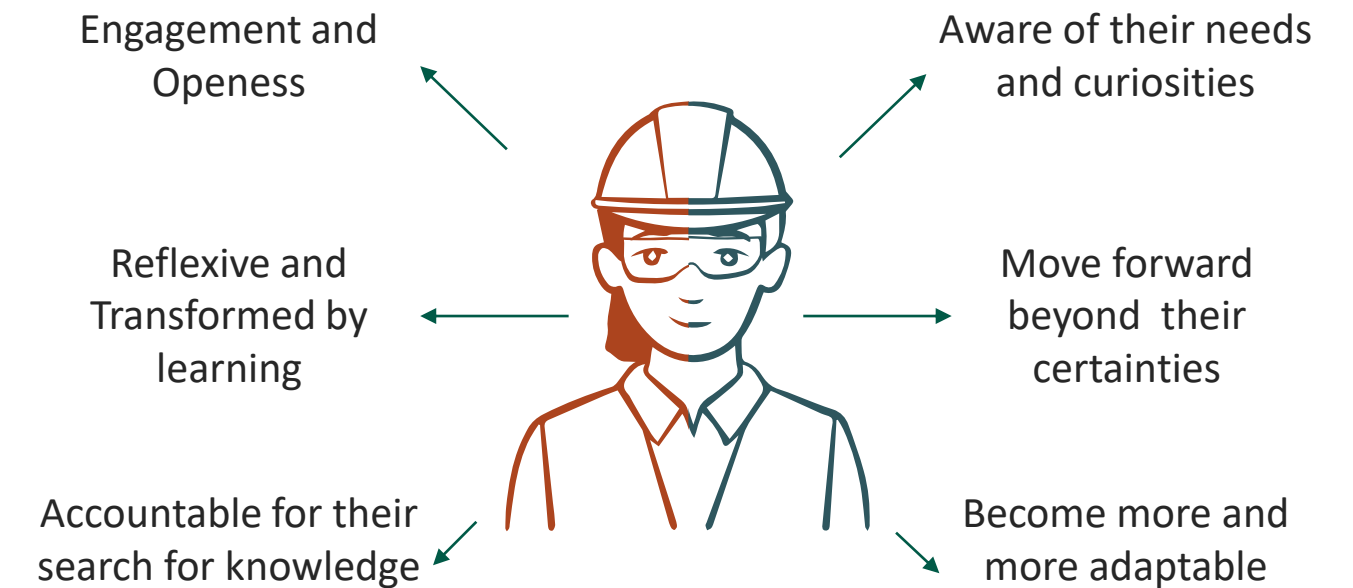


Educator as Facilitator
Multidirectional Sharing

M. Knowles (1970)

Self-driven Learning

Heutagogical



Apprentice-Centered Learning
Learn-Teach/Teach-Learn

Hase and Kenyon (2000)



Educator



Apprentice

INNOVATION IN SAFETY LEARNING



*New ways to
THINK*



+

*Other ways to
FEEL*



+

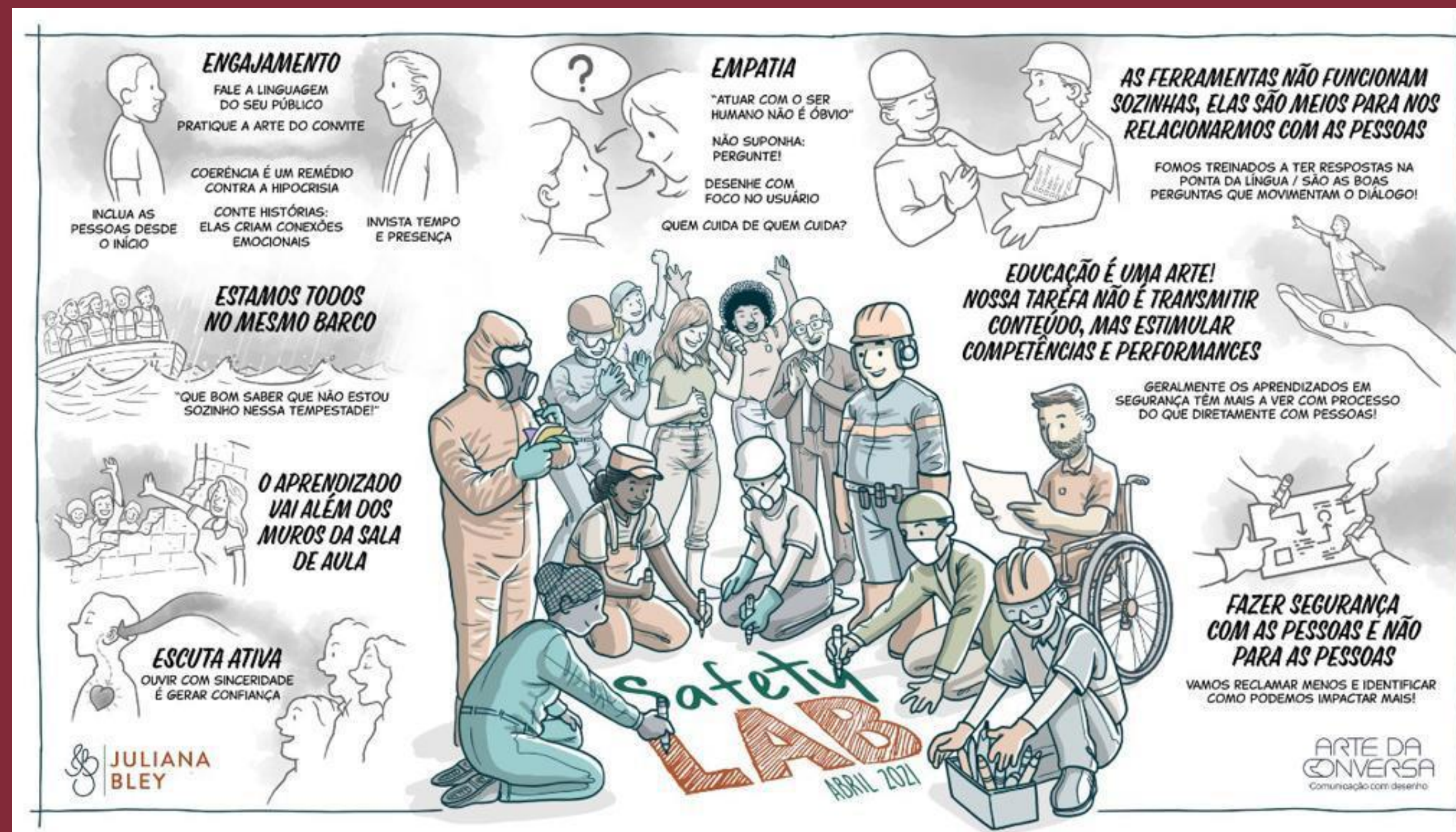
*Better ways
to ACT*

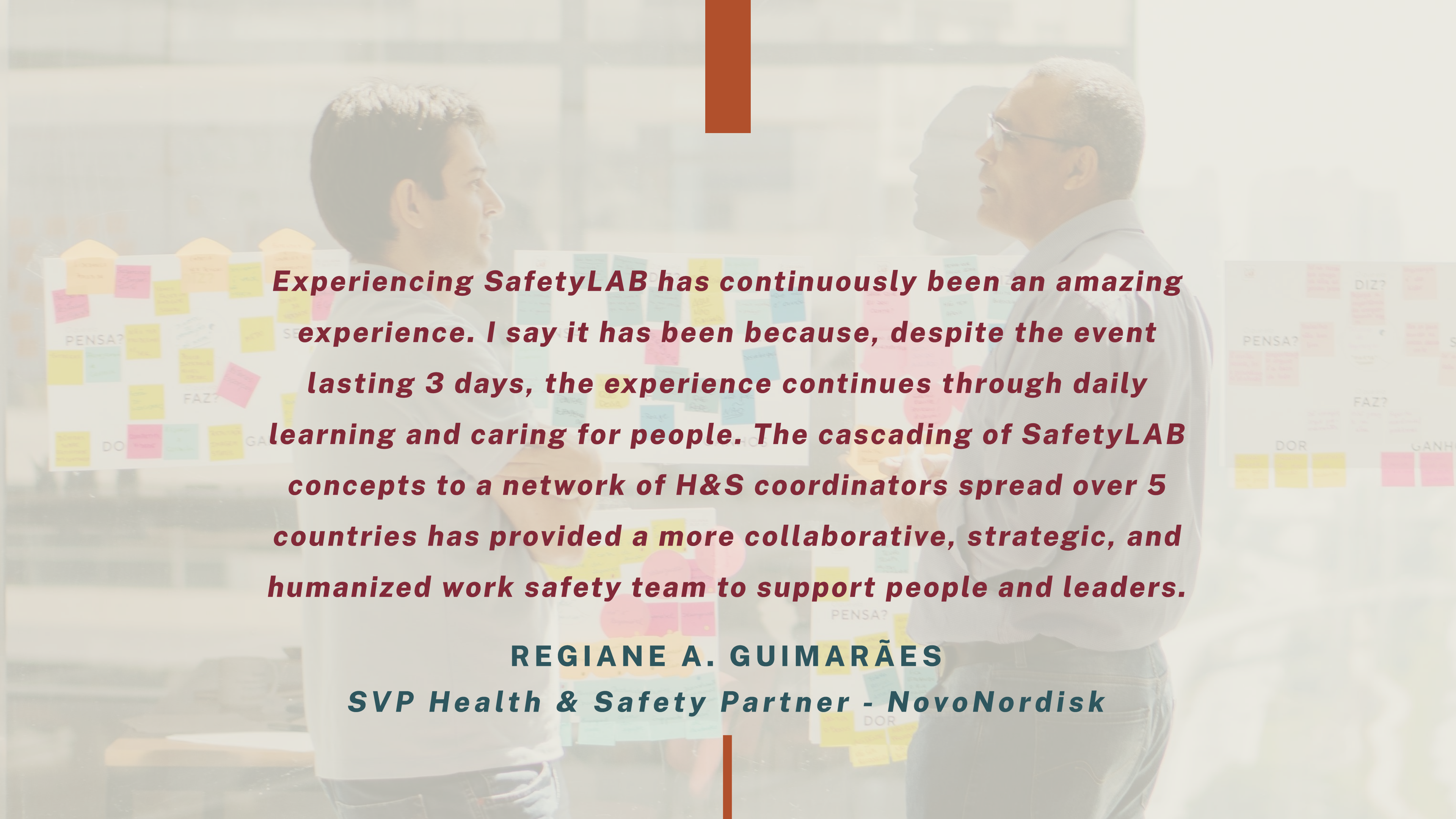


Visual Thinking

EMPOWERING LEARNING WITH
COLORS, SHAPES AND DRAWINGS

During the Lab, a visual facilitator creates live graphic panels that summarize the essence of conversations.



A photograph of two men in a meeting room. They are standing in front of a wall covered in colorful sticky notes. The man on the left is looking towards the man on the right, who is also looking towards the wall. The sticky notes are arranged in a grid-like pattern and contain various words and phrases in Portuguese, such as 'PENSA?', 'FAZ?', 'DOR', 'GANH', and 'DIZ?'. The background is slightly blurred, showing a window and some office furniture. A vertical orange bar is visible at the top center of the image.

Experiencing SafetyLAB has continuously been an amazing experience. I say it has been because, despite the event lasting 3 days, the experience continues through daily learning and caring for people. The cascading of SafetyLAB concepts to a network of H&S coordinators spread over 5 countries has provided a more collaborative, strategic, and humanized work safety team to support people and leaders.

REGIANE A. GUIMARÃES

SVP Health & Safety Partner - NovoNordisk

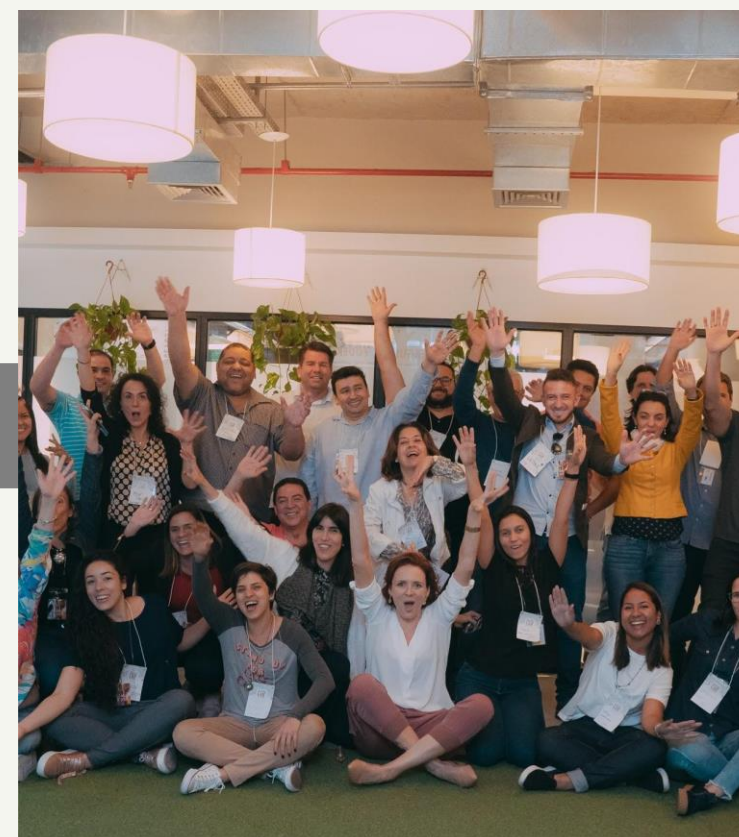
The SafetyLab experience from the participants' perspective

THE DATA

The data in this report was collected during the 15 editions of the SafetyLAB Experience, 08 of which were Face-to-face and 07 were completely Online. They took place between 2018 and 2023.

What you will find in this balance sheet was gathered from the evaluations of the participants.





596

Total number of participants in our 15 editions

9,6

Overall Satisfaction Rating


99%

of them believe that SafetyLAB exceeded or met expectations.

75%

believe what they have learned is applicable and feel driven to practice the next day.





SafetyLAB is an immersion in the power and pleasure of looking and listening to others up close. It is a shared experience that impels us to care for the other, with the other. The potential, creativity and passion for active care spread like wildfire and we, as safety and health professionals, can make a difference by lighting this flame in our organizations.

Sergio Vanalli

Global EHS Governance Leader - Hexion Inc



CONTENTS

68% consider that they **learned something important** to help with **transformations** and changes.



METHODOLOGIES

71% consider that **dialogue methodologies** have changed in **the way they relate** and have **opened up space for everyone** to participate.

87%

is the percentage of respondents who rated the **facilitator's conduct** as **HIGH IMPACT**, transforming the way they see and act.



APPLICABILITY

The purpose will only be reached when learners put into practice what they have learned



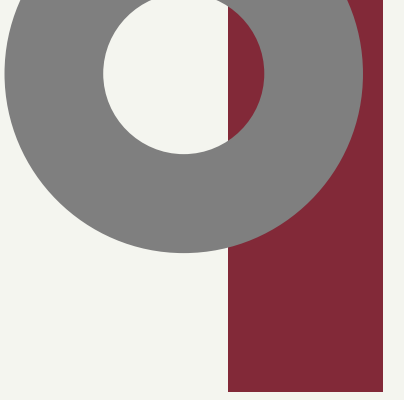
Safety
LAB

APPLICABILITY



EHS Professionals leading learning spaces and bringing the facilitation techniques they experienced in the SafetyLAB into their workspaces.

PRACTICE AFTER SAFETYLAB



EHS Professionals and Leaders leading learning spaces, bringing the facilitation techniques experienced in SafetyLAB into their workspaces.

“For us, engineers, it’s very difficult to deal with the human side. We are indoctrinated, years by years, to be purely rational and pragmatic, covering the human side creating.

SafetyLab, led by Juliana Bley, is a space for rediscovering this human side and the healthy relationships that can be had in organizations. Through her knowledge, experience and charisma, she creates a very inclusive and respectful atmosphere where everyone can effectively expose themselves and actively participate.

I launched myself to experience intensely all the group dynamics to extract the maximum benefit. The tools help us to understand the human in organizations and create an inclusive and pleasant environment for mutual growth.

The motto "Caring is our deal" created by Juliana, is fully applied at Amazon, because the care we have with our associates and the climate of openness to conversation, respect is the driving force behind our success as a company. So SafetyLab has given me confidence that we are on the right path, and so that I highly recommend you having this wonderful experience.”

ADILSON MONTEIRO

Workplace Health and Safety Design Manager at Amazon Brazil



Facilitators Immersion

The immersion is exclusively reserved for those who have participated in the SafetyLAB program and want to further improve their skills as a facilitator in Health and Safety. These were moments of improvement in the art and science of facilitation. The inaugural edition took place in 2023 with the participation of 35 LABers.

OUR COMMUNITY

is made up of participants who have already been through the SafetyLAB program and want to **remain engaged in a network of knowledge and exchange of experience**. We meet virtually a few times a year for microlearning experiences and **updates in the HSE area**, participating in an active group for sharing doubts and achievements



***About 270 are part
of the community!***

Safety LAB Festival

An annual, free, online event that brings together speakers **to reflect on how we contribute to the Care and Learning of those around us**. How we help this world to be **healthier and safer through our practices** as professionals that focus on Caring for Life in the workplace.

Both previous editions are available online



FESTIVAL #01
August, 2021



FESTIVAL #02
May, 2022





CARING

Word that puts Care into Action. Because it's no use "caring" for someone just in thought and intention. Caring is a practice, a gerund, a process, a way of acting in the world.

OUR

It is not enough just to take care of yourself to live in a sustainable and healthy world, the collective must be involved in this search. Without the care of each and everyone, we will not have a future where Life is respected, in all its forms!

DEAL

It has two meanings:

1. TREATMENT - how we treat each other, how we deal with each other, a way of relating.
2. AGREEMENT - let's agree that this is how we want to do things around here.

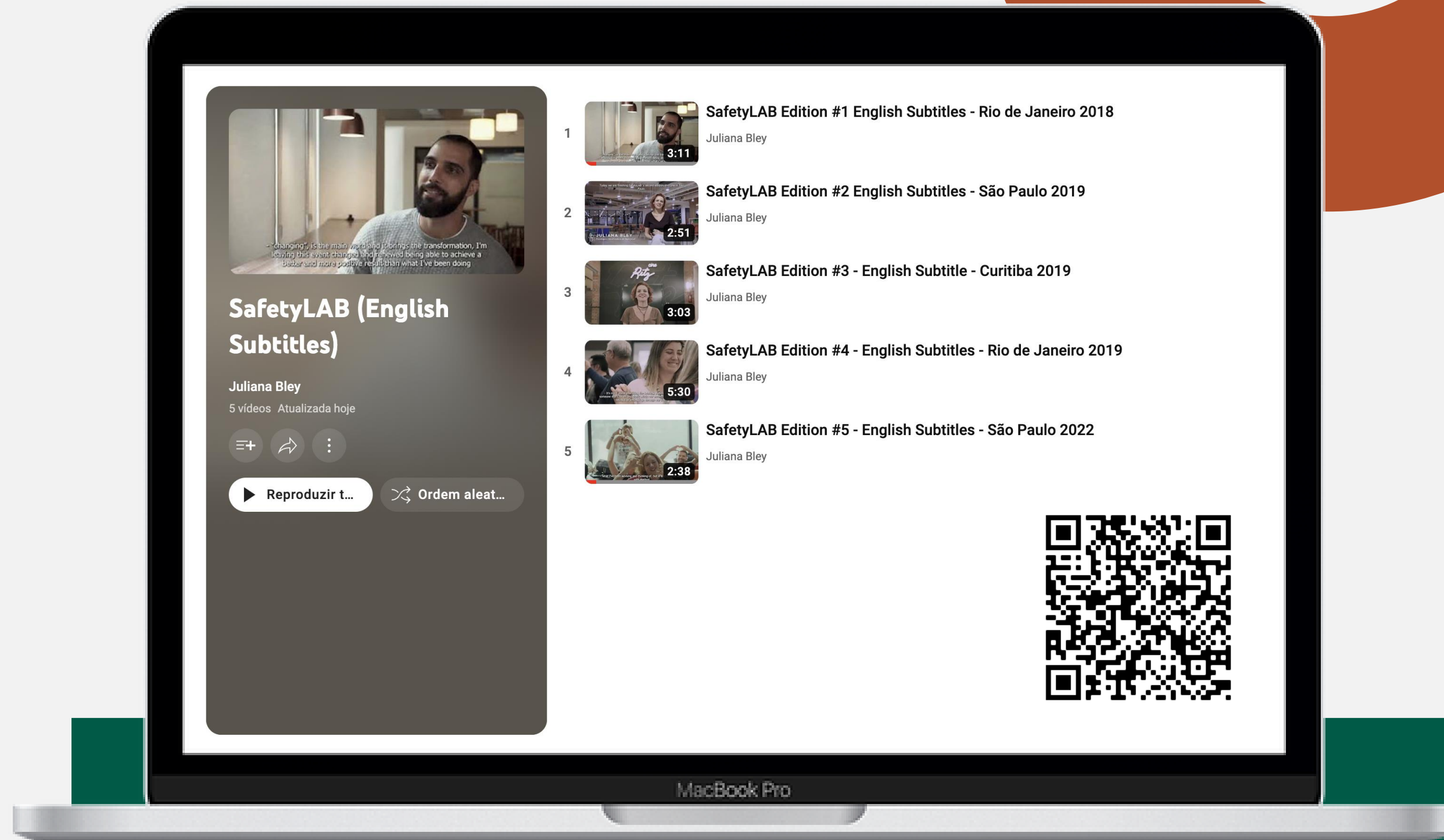
Are you in?

This t-shirt is a collaboration between SafetyLAB and putapeita. It was born with the intention of spreading seeds of Care for Life in the workplace and everywhere where Caring and Being Care makes sense to people.




How to know more?

Watch videos from our previous editions with english subtitles



Scan the QR Code or click here

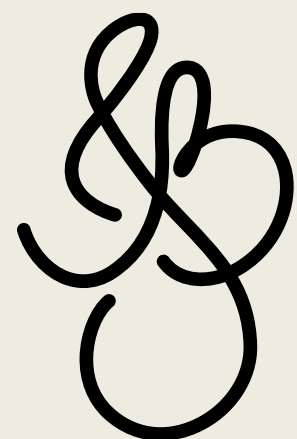


“If a positive safety culture is **CREATIVE,
RELIABLE and **COLLABORATIVE**, our
learning spaces need to offer our learners
something more meaningful than a great
amount of rule-based content and an
attendance list!”**

Juliana Bley

MORE THAN **95 COMPANIES** THAT HAVE ALREADY PARTICIPATED





**JULIANA
BLEY** *aprendizagem
em saúde
e segurança*



**There is a Safer and Healthier
way to work for everyone. And
that can be Learned.**



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