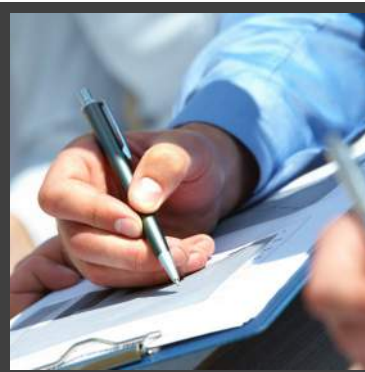


# COMPANY profile



Safety Culture Transformation



# Content

A New Approach to Safety

3 

Brief History of Saacosh

4 

International Alliances

5 

Saacosh Offerings

6 

Some Key Saacosh Clients

8 

Contact Us

9 



Safety Culture Transformation

EMAIL: [enquiry@saacosh.com](mailto:enquiry@saacosh.com) / [info@saacosh.com](mailto:info@saacosh.com) / [training@saacosh.com](mailto:training@saacosh.com)

HEAD-OFFICE: +27 12 998 2602

MOBILE: +27 82 451 7199 / +27 83 609 1262 / +27 82 320 3944

WEBSITE: [www.Saacosh.com](http://www.Saacosh.com)

© Saacosh. All rights reserved 2015



# A New Approach to Safety

There is a serious flaw in how most companies think about safety. In the 21<sup>st</sup> Century we live and work in a world characterized by **volatility, uncertainty, complexity** and **ambiguity**, but many still cling to safety concepts dating back to the beginning of the Industrial Revolution. They rely on procedures, structures and processes which had become outdated. They're forever trying to **engineer** better systems and they spend millions on trying to **educate** and train their people to understand and use these systems. When that fails as it often does they try to **enforce** compliance with disciplinary and punitive actions.

## Impenetrable Safety Glass Ceiling

While this might have worked to some extent in a world which was mostly stable, predictable and manageable 20 or 50 or a 100 years ago, it is no longer enough. Even with the best efforts they now continuously fall short in a world which has changed and is due to change even more. Most companies that still rely on conventional approaches to safety realize this – they see exactly where they want to be but it is as if they are looking at it through an **impenetrable glass ceiling** which stops them from reaching their espoused ideals and goals such as “Zero Harm” or even worse, “Zero Incident”.

At Saacosh we get this. We've been down that road and we've shared the intense frustration of CEOs, MDs, GMs, Safety Managers, Safety Officers and others who did everything they could but still failed to break through this Safety Glass Ceiling. In spite of their best efforts and intentions they still have more incidents and accidents and sometimes fatalities than any of us can and want to endure.

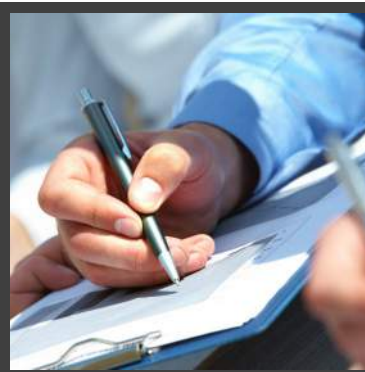
## Join the Journey

And so we continued to look deeper and discovered that it is possible to break through the Safety Glass Ceiling in a world where much of what we were taught and once believed is no longer enough to create safe working places. We looked at how some high-risk organizations such as nuclear power plants, offshore drilling rigs, naval aircraft carriers, aviation systems and Formula-1 teams were able to break through the Safety Glass Ceiling and we adopted their approaches and principles into what we offer our clients.

Saacosh incorporates principles and practices from **High Reliability Organizing (HRO)**, **social neuroscience**, **safety management**, **legal liability**, **leadership development**, **risk management** and **occupational health and safety** to provide an unprecedented list of offerings and services. Through our consulting, training and safety solutions we have helped some of the world's leading organizations break through the Safety Glass Ceiling. This comes down to not only investing in systems and prevention, but also investing in people and building real-time resilience.

*"Safety is something that happens between your ears, not something you hold in your hands."*  
- Jeff Cooper





# Brief History of Saacosh

Our history dates back several decades into the early 1980's - a time when our founding members first ventured into South Africa's occupational health and safety industry. Looking back, those were the "cowboy days" when large corporations realised they had to do better at occupational health and safety and grabbed onto every new model and theory in order to improve their often tainted reputations.

## A Company Born

While some of these did help to improve the way some companies were doing safety, they still failed to transform organizational cultures embedded in safety and health practices dating back to the Industrial Revolution. Intensely frustrated with this reality, founding member and safety pioneer **Francois Smith** then embarked on a journey that entailed academic study in South Africa and the USA as well as practical research and experimentation on the dynamics of occupational health and safety in the 21<sup>st</sup> Century workplace.

Francois later joined forces with Greg Heger to establish Saacosh (Pty) Ltd in January 2005. Their passion and aim was to establish an organisation that would uplift and transform the professionalism of Occupational Health and Safety (OHS) Practitioners in South Africa.

## Delivering the Dream

Saacosh has since grown into a multi-dimensional one-stop services company that addresses the health and safety needs of companies, practitioners, leaders, managers, supervisors and coalface employees through the following four distinct business focus areas:

- The **Saacosh Academy** provides in-house occupational health and safety training to clients across the globe. However, we are proudly African and most of our greatest successes have come from assisting clients on this great continent to break through their Safety Glass Ceilings.
- We offer tailor-made **Conventional Health and Safety consultation** and training including contractor management and auditing, supervisor development, legal liability and risk management.
- Assisting organizations to implement the principles of **High Reliability Organizing (HRO)** and **social neuroscience** that holds safety and health as core values.
- Equipping leaders to instigate lasting **safety culture transformation** based on a combination of the latest scientific research, leadership theory and practical experience.
- Producing safety training and related **multi-media material** such as DVD's, courses, clips and case studies available through our "resources" window on our website.



*"He who influences the thought of his times, influences all the times that follow. He has made his impress on eternity."*  
- Hypatia (370-415 BC)





## The Saacosh Vision:

*To be the internationally respected leaders in safety culture transformation.*

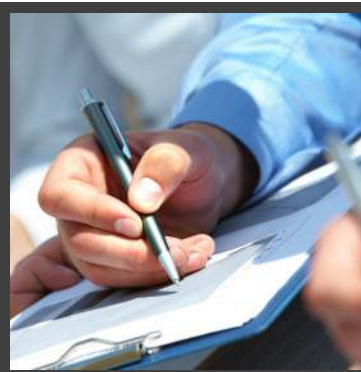
## Our Mission:

*To empower organizations to create sustainable safety cultures and save lives through innovative High Reliability Organizing (HRO) solutions.*

# International Alliances

Saacosh is currently partnered with the international Institute for High Reliability Organizing (iHRO); the HRO Academy; the South African Institute of Occupational Safety and Health (Saiosh); Transformational Safety and Future Media in Australia; ICL in Germany; Apollo 13 in the Netherlands; SATS; Growth-Link in South Africa; the American Society of Safety Engineers (ASSE); and CEHROP at Texas Tech University.





# Saacosh Offerings

## CONSULTING SERVICES

### **HIGH RELIABILITY ORGANISATIONS**

- Mindful Leadership Development
- Collective Mindful Processes
- Meerkat Process Implementations

### **RISK MANAGEMENT**

- Baseline Risk Assessments
- Issue Based Risk Assessments
- Development of Continuous Risk Assessment Tools
- Risk Management Training (all Levels)
- Advanced Risk Assessment (Hazops, etc.)

### **INCIDENT INVESTIGATION**

- Fatal Injury Analysis
- Serious Damage to Equipment Incidents
- Disaster Inquiry
- Auditing Incident Management Systems

### **OCCUPATIONAL HEALTH and HYGIENE**

- Occupational Health Risk Assessment
- Person-task job specification (health)
- Occupational Health Medical Surveillance
- Pre-employment and Exit medical

### **LEGAL COMPLIANCE AUDITS**

- Mine Health and Safety Act
- Occupational Health and Safety Act
- Compensation for Injury and Disease Act

### **CONTRACTOR MANAGEMENT**

- Contractor Screening/ Selection
- Contractor Management
- Contractor Auditing
- Training of Contractors Including Induction

## SAACOSH COACHING SERVICES

- Mindful Leadership Coaching
- Executive Coaching
- Strengths-based Coaching
- Safety Professional Coaching
- Meerkat Facilitator Coaching
- Safety Coaching for Supervisors



Please contact us for more information on any of these offerings: [enquiry@saacosh.com](mailto:enquiry@saacosh.com)



*"We don't want to turn the safety net into a hammock that lulls able-bodied people into complacency and dependence."*  
- Robert Ryan



## TRAINING COURSES

### LEADERSHIP AND MANAGEMENT

- NeuroSafe: Leading with the Brain in Mind
- Leading Change with the Brain in Mind
- Creative Conflict Management
- Decision Making and Creativity
- Effective Communication
- Leading High Performance Teams
- Building Strengths-Based Teams
- Mastering Time Management
- Igniting Employee Engagement
- Present With Impact
- Facilitating Brain-Friendly Meetings
- Building Cultural Diversity and Competence
- LeadMan (Supervisors level 1-3)
- Mindful Leadership for Executives
- Mindful Leadership for Managers
- Mindful Leadership for Supervisors

### LEGAL

- Legal liability/ Responsibility for Executives
- Legal liability
- Mine Health and Safety Act and Regulations
- Construction Regulations
- Compensation for Injuries and Diseases

### STANDARDS AND SYSTEMS

- Quality Management System Development
- SHEQ Internal Auditing (OHSAS 18001, ISO 9000, ISO 14000)

- Auditors Course (14000, 18001, 9000)
- Lead Auditors Course (14000, 18001, 9000)

### SAFETY AND RISK MANAGEMENT

- SHE Representative (OHS Act or MHS Act)
- Performing Effective Workplace Inspections
- Incident Investigations
- Incident Cause Analysis Method (ICAM)
- Hazard Identification and Risk Assessment (HIRA)
- Hazardous Chemical Substances
- Riskman Level 1 –3

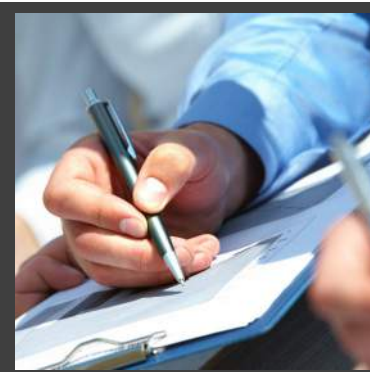
### LONG-TERM DEVELOPMENT JOURNEYS

- Supervisor Training Programme (9 x 1-day monthly workshops)
- NeuroSafe: Safety Culture Transformation (complete organizational culture change process targeting every level from Exco to workers)
- The Meerkat Way (empowering employees at every level to create safe workplaces)

### SAACOSH ASSESSMENT TOOLS

- CAMPERS Employee Engagement Survey
- CARES (individual neuroleadership profile)
- StrengthsFinder (individual and group)
- HRO (individual assessments)
- Safety Assessment Battery
- Belbin Team Roles
- Baron EQ Assessment
- Communication Satisfaction Survey





# Some Key Saacosh Clients

We've helped some of the world's leading organizations break through the Safety Glass Ceiling. Our aim has never been to gain large numbers of clients or offering "quick fixes". Instead, we focus on building lasting relationships with quality clients who understand that safety culture transformation is a long-term synergistic journey.



"Be influenced by nothing but your clients' interests. Tell them the truth."  
- Arthur C. Nielsen





## Connect with Us:

### **GAUTENG HEAD-OFFICE:**

*699 Lobelia Street Moreleta Park 0040 (Pretoria), South Africa*

- EMAIL: [enquiry@saacosh.com](mailto:enquiry@saacosh.com) / [info@saacosh.com](mailto:info@saacosh.com) / [training@saacosh.com](mailto:training@saacosh.com)
- TELEPHONE: +27 12 998 2602
- MOBILE: +27 82 451 7199 / +27 83 609 1262 / +27 82 320 3944 / +27 82 925 4125
- FAX: +27 86 263 0037
- WEBSITE: [www.saacosh.com](http://www.saacosh.com)
- LINKEDIN: The Safety Culture Transformation Initiative Group
- TWITTER: @Saacosh
- FACEBOOK: <https://www.facebook.com/saacoshSA>
- YOUTUBE: <https://goo.gl/knZj5A>

### **NORTHERN CAPE (KATHU):**

*Office 4, Block B, Dynlog Building, Kathu 8446, South Africa*

- EMAIL: [kathu@saacosh.com](mailto:kathu@saacosh.com)
- MOBILE: +27 83 630 4514

### **MPUMALANGA (LYDENBURG):**

*23 Maasdorp Street, Lydenburg 1200, South Africa*

- EMAIL: [mpumalanga@saacosh.com](mailto:mpumalanga@saacosh.com)
- MOBILE: +27 82 802 3183



