

Tools for Life – Weekly Health & Safety Meeting



Home Healthy - Home Safe

October 2021

Everyone is Responsible for the Culture

There is a common saying that safety is everyone's responsibility. What about culture? What is culture and how does it affect safety and the work environment as a whole?

What is Culture? Culture can be defined in many different ways. A basic definition is "culture is the character and personality of an organization". The CEO of AirBnb, Brian Chesky, defined culture as: *"a shared way of doing something with passion"*. Combining these two definitions together may make for an even better explanation. *Culture is what you do and how you do it and the effect it has on the character and personality of the organization as a whole.*

Building the Culture- We build culture by living the core values of our organization: Safety, Integrity, Pride, Quality, Family and Faith. Chesky states: *"We have the power, by living the (core) values, to build the culture. We also have the power, by breaking the values, to mess up the culture. Each one of us has this opportunity, this burden."* Our culture is important in part because the stronger the culture, the less corporate process we need. When the culture is strong, you can trust everyone to do the right thing. People can be independent and autonomous... Ever notice how families or tribes don't require much process? That is because there is such a strong trust and culture that it supersedes any process. In organizations (or even in a society) where culture is weak, you need an abundance of heavy, precise rules and processes."

How does this apply to Apollo Safety? A company that truly takes action to ensure the safety of their employees in turn makes caring about employees' well-being one of their core values.

Everyone plays a part in building and sustaining Apollo culture. When it comes to safety, the value of caring about your own well-being as well as those around you builds our culture. Actions such as following safety rules, safe work practices, and stopping work to address hazards are some basic examples of living the core value of caring about everyone's well-being on the job. When employees do not want to follow the rules, put others at risk for injury, or take shortcuts then our culture is weakened.

You, as an individual worker, play an important part in the larger culture of Apollo. Thank you for living the core values of Apollo, for caring about your own well-being and safety as well as your co-workers well-being and safety, Because of you, Apollo is one of the most respected safety cultures in the industry.

SAFETY REMINDER: "Safety should never be a priority, it should be a precondition". Paul O'Neill

Discussion Points / Question:

1. What are the 6 Apollo Corporate values?
2. Acknowledge someone on your project who inspires you to be responsible for Apollo Culture.
3. What are some actions you and your co workers take that help build Apollo Culture?