

The PBC Safety 360 is an assessment that allows managers, peers and reports to provide feedback on 11 Safety Competency Dimensions. Safety is the most critical area in which managers must convey a consistent message.

WHAT IT DOES

- Asks questions in plain English
- It provides you with a ready-made action plan for improving safety culture.
- Sets priorities for improvement

WHAT YOU GET

A profiling instrument that:

- Is easily administered on paper or online
- Solicits anonymous feedback from your employees
- Provides powerful insights into the individual's safety leadership
- Fast-tracks performance development planning
- Provides immediate coaching opportunities

A succinct, user-friendly final report on each individual manager that:

- Allows organisations to identify if a manager is communicating a consistent safety message to reports, peers and executives
- Benchmarks the individual manager's score against their self-score, their score from their managers, peers and direct reports, and the average for all managers
- Scores each manager on a scale from 'outstanding' through to 'needs development'
- Identifies key strengths and development opportunities
- Integrates directly into any established performance review program
- Provides scores across 11 dimensions related to safety leadership

This review is most effective when an accredited consultant has an opportunity to work one-to-one with the individual manager to:

- Review the results
- Prepare a succinct personal development plan
- Work with the organisation to identify immediate safety critical changes, for example training, equipment or contractors

HOW YOU CAN USE THE RESULTS

- As a key input into your annual business planning cycle
- As part of an annual health check for your organisation
- As a key performance indicator on people
- As a starting point for cultural change
- As a guide for planning your human resource management
- As an input to your enterprise agreement

