

Transforming safety leadership across a global organization

A customizable and scalable way to shift safety culture



TOP 60
executives
developed
as safety leaders

BACKGROUND

PM Group is a globally recognized project delivery company with a rich history in engineering, construction, process design, and project management. Operating across Europe, the USA, and Asia, the company serves leading multinational corporations.

The initial 18 months of JMJ's partnership with PM Group focused on a collaborative effort to understand the existing safety culture and formulating a strategy to evolve it. From this work, 'Living Safety' was created as the new global safety culture for PM Group.

SOLUTION

Top 60 executive 'Living Safety' leadership program

- JMJ worked closely with PM Group to design and deliver a customized program, consisting of three 3-hour modules. This experiential program was complemented by online resources, providing participants with opportunities to practice in their day to day.
- The first cohort consisted of PM Group's top 60 leaders from diverse regions, who came together in video session to explore critical topics such as safety, leadership, and culture, and the practices required of leaders to make it real in their organization and with clients.
- Guest speakers, including notable figures such as a NASA astronaut and an F1 executive, were featured, along with JMJ consultants who shared insights on various practices and skills.

Safety leadership characteristics survey (SLC)

- In a first of its kind collaboration with Cambridge University Ph.D. students, JMJ developed the Safety Leadership Characteristics Survey. This evaluates 12 safety characteristics essential to safety leadership. Examples include "Welcoming Bad News," "Psychological Safety," and "Expanding Relationships."
- The survey is designed to initiate meaningful conversations and develop self-awareness. It does not pigeonhole individuals but instead offers insights into their safety leadership preferences, as a support to expand their range of how they lead safety. This information serves as a starting point for discussions, reflections, and personal growth.
- Interaction was virtual, and participants were asked to bring the practices and skills into their day to day with teams and projects as well as joining voluntary weekly connects with peers in small groups.

RESULTS

Building on the success of the top 60 executive 'Living Safety' leadership program, PM Group's next action was to expand it to the next tier of leadership, encompassing 140 associate directors globally. To accommodate this larger cohort, JMJ scaled the leadership program while maintaining a focus on raising awareness and engagement in the Living Safety culture and strategy. This expanded cohort also participated in the Safety Characteristics Survey, virtual leadership modules, weekly practices, and check-ins.

Adaptable delivery methods

Combines virtual workshops, online learning and one-to-one support

Flexible approach

Is both standardized and personalized

Customizable content

Aligned to the requirements of the organization and specific cohorts

Effective scalability

Ensures consistent safety culture across large, global organizations

KEY TAKEAWAYS

With the first phase successfully completed, PM Group's next steps involve extending the program's reach to additional employee levels, potentially reaching all staff members. The versatility of the content allows for customization, including the selection of guest speakers tailored to specific cohorts from academia, industry, and more.



WHO WE ARE

For over 35 years, JMJ has been at the forefront of cultural change, helping executives, leaders, and the front line create breakthrough results in safety, sustainability and business performance. Our approach combines consulting expertise and the power of Transformation Cloud™ to make the impossible possible. www.jmj.com

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Contact us to discuss how we can equip leaders at all levels of your organization to drive safety as a value.

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