

## ***Fair Go: Cultivating a Just Culture***

Ever wondered:

- How to give people the best possible chance to make good calls and get it right?
- How to make sense of the things people do?
- How to encourage learning *and* accountability?

If you've wrestled with these questions in the context of health and safety, you're likely to have come across the concept of "just culture": A framework for handling individual performance fairly and consistently, and in a way that promotes learning and accountability.

*Fair Go* is a workshop programme designed to give people leaders the understanding, tools, and confidence to cultivate – and sustain – a just culture. The notion of "a fair go for all" is etched on Kiwi DNA; and our businesses are no different. Making sure everyone gets a fair go helps build the mutual trust and confidence necessary not only to reduce workplace harm but for businesses to thrive.

*Fair Go:*

- Builds on the well-established just culture approach used in most high-risk industries and takes to the next level the programme that won the Human Resources Institute of New Zealand's Southern Cross Health Society Wellness Award.
- Incorporates the latest thinking and developments in the field.
- Takes people leaders through the key decision-making frameworks that underpin a just culture – *understanding the practice* – and then provides opportunities to apply these frameworks to a variety of representative workplace scenarios – *practicing the understanding*.

*Leading Safety* has delivered versions of *Fair Go* to a wide variety of businesses operating in high-risk sectors.

Get in touch with us at [team@leadingsafety.co.nz](mailto:team@leadingsafety.co.nz) to find out more about how *Fair Go* can help give your people the best possible chance to make good calls and get it right.