

# HS2



I care. **You count.** We matter.

## Safe at heart

## You count

## Stations team conversation

Sept - Nov 2020



# Why refresh Safe at heart?

## We need to...

Give the brand  
more definition  
and discipline.  
Make the  
essence visible

Simplify overarching  
messaging,  
add value, make it  
more meaningful,  
with more focus

# Overview: Why are we having this conversation?

Together, we are building a **Safe at heart** transformation plan that will be meaningful to everyone.

We believe an **exceptional health, safety and wellbeing culture** will transform performance and contribute to history-making legacy.

Every **safe decision and action** we take in our teams and organisations **counts**

Let's **commit to three actions** in our teams to improve our impact on health, safety and wellbeing at HS2.

# The platform for transformation

The opportunity: we have it in our hands to make HS2 the UK's safest ever mega project.

The challenge: if we settle for current best practice, our legacy might be:

3  
Fatalities

713  
non-fatal  
injuries

5408  
made ill or  
more ill  
through their  
work on HS2

# Mark Thurston's personal commitments to health, safety and wellbeing



## My three personal health, safety and wellbeing commitments

### Individual accountability

I will put health, safety and wellbeing at the heart of all my decisions and actions as CEO

### Team and organisational accountability

I will put all my energy into creating a culture we can be proud of.

### Collective accountability

I will lead the drive to achieve an improvement in standards and ways of working.

# Stations Safe at heart commitment

**All of the Stations SLT care** about getting this right, **you count** and will enable us as a team to deliver on these promises.

**We matter** because we have the opportunity to change our industry for the benefit of all those involved.



# Safe at heart: I care. **You count.** We matter



- As teams and organisations we can all contribute to making HS2 the UK's safest ever mega project.
- Wherever and whatever our work, the decisions and actions we take can impact on the health, safety and wellbeing of others.
- Considering health, safety and wellbeing in everything we do improves our delivery performance.

## You count

Making sure every decision and action we take in our teams and organisations ***counts***



## You count energy shot

14  0 

It doesn't matter where you work within the organisation, in the delivery of HS2, whether you're working in the offices or on site.



# Context: You count

In this session we're focusing on 'You count'.

**You count** is about **team and organisational accountability** for health, safety and wellbeing.

For Mark Thurston, this is about putting all his energy into creating a culture we can be proud of. We all have a role in building that culture: one that empowers teams and organisations to **deliver HS2 safely, on time and to budget and a history-making legacy** for our industry and our country.

That's what this conversation is about and **that's why every decision and action we take in our teams counts.**

## You count

Making sure that every decision and action we take in our teams and organisations *counts*

# Conversation overview: You count

- Aim:** Engage your team in a conversation about **what 'You count' means** in the context of the work your team does, how you do it, its impact on the health, safety and wellbeing of others and the safe delivery of HS2. Align with focus on delivery on time and to budget.
- Output:** **Top three actions and timescale for implementation**
- Intervention:** **Example: You count word cloud**
- Outcome:** **Understanding of what You count means** to your team's capacity to contribute to a thriving health, safety and wellbeing culture and environment that supports the successful delivery of HS2. Evidence to support your team's personal health and safety objectives.
- Timings:** ~~1 hour~~ – 55 minutes!  
Sept – Nov 2020.

## You count

Making sure that every decision and action we take in our teams and organisations **counts**

# Discussion points



- What **words come to mind** when you think about **'You count'** in relation to health, safety and wellbeing?
- **What activities do we do** in our team that impact on health, safety and wellbeing else
- where on HS2?
- **Who do we impact** and how?
- How do you think putting health, safety and wellbeing at the heart of everything we do can **improve performance** – for our team and HS2?
- How empowered do you feel to **speak up, challenge, contribute**?
- How do you **show others** they count?

What **three actions** will our team take to improve the impact of our activities on health, safety and wellbeing across the project?

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# Feedback from the conversations

[safeatheartdevelopment@hs2.org.uk](mailto:safeatheartdevelopment@hs2.org.uk)

# Share your **You count** actions

<b>What three actions do we agree to take to show every safe decision and action we take in our team counts towards making HS2 the UK's safest ever mega project?</b>	<b>Reflecting back on the conversation with your team, summarise and agree the top three action points for you and your team.</b>	<b>Completion date</b>
<b>Action 1:</b>		
<b>Action 2:</b>		
<b>Action 3:</b>		





# Safe at heart: What next?

- We will share after this session this presentation updated with:
  - Our You count actions
  - Our You count word cloud

## Our ask of you:

- Please provide feedback via Teams
- Please continue to have the You count conversations; together we can make a difference

## You count

Making sure every decision and action we take in our teams and organisations *counts*

# You count conversation: feedback

Click on the form to  
the right to complete  
and send us your  
feedback about your  
session.

## Safe at heart - You count conversation feedback

\* Required

1. Did the conversation make you think more about the impact of your decisions and actions on the health, safety and wellbeing of others?

On a scale of 1-5 please rate \*

Not at all   1   2   3   4   5   Definitely

2. Did you and your team create three actions to improve your impact on health, safety and wellbeing? \*

Yes

No



# Thank you!



Safe  
at heart

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