



Developing a Culture of Safety:

The Blending of the Laboratory Leadership, Safety and Workforce

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Biological Risk Mitigation



Risk Identification

Agent

Laboratory Staff

Culture

(Staff/Leadership/Safety)

A group of living beings who
share common perceptions,
attitudes, and behaviors.

A family.

Workforce – Safety – Leadership

Building a culture means
blending people with different
risks – rules – rituals.

**How do we get a family to
view risk in the same manner?**

Choice

Perceptions

Attitudes

Behaviors

Perceptions

Attitudes

Behaviors

No Choice

Perceptions = Risks

Attitudes = Rules

Behaviors = Rituals

**What happens when you
remove choice?**

In the beginning – removing choice leads to...

Conflict

Frustration

Anger

Disengagement

Resentment

In the end – removing choice leads to...

Consistency

Predictability

Harmony

Unity

SAFETY

A lesson will continue to present
itself until it is learned.

Workforce Expectations



Workforce Expectations

- ☐ I will follow all SOPs to the best of my ability.
- ☐ I will ensure others follow all SOPs to the best of their ability.
- ☐ I will report all accidents, incidents, and near misses.
- ☐ I will report symptoms which match the clinical presentation of agents found in the laboratory.
- ☐ I will report any new medical conditions which may place me or others at increased risk.



The leadership has the right to expect specific behaviors of the workforce – however the workforce has the right to expect leadership to prepare, protect, and promote them.

Leadership Expectations



Leadership Expectations

- ☐ I will prepare the workforce to the best of my ability by providing resources and training needed to work safely.
- ☐ I will protect the workforce from scrutiny, dismissal, and abuse by recognizing issues of human error and addressing insubordinate behaviors.
- ☐ I promote to the best of my ability by acknowledging the entire team for any organizational success.

Being human is a beautiful thing.



We have not lived...

We have not learned...

We have not trained...

We are living.

We are learning.

We are training.

**If robots need maintenance –
so do humans.**

1%

If you work 48 weeks a year – 40 hours a week – that equals 1,920 on-the-job hours per year.

If you spend less than 2.5 days in safety training (19 hours) = you fall below 1% of preparedness.

Being together and doing together are
very different concepts.



Let's do safety together.

Final Message

Cultures of safety, science, and leadership exist at every organization. Policies, guidelines, and standards bring us together. However, house rules do not ensure we are DOING together – and safety goes beyond being together.

Thank you.