

START #3

DEPLOYMENT SUCCESS

* WHAT WORKS

* WHAT DOESN'T

WHAT WORKS

- STIMULEER INDIVIDUËN (EN KLEINERE TEAMS) OM POSITIEVE EN NEGATIEVE WAARNEMINGEN TE DOEN EN BELON DE DAARVOOR.
- ✓ • DELEN VAN BEST PRACTICES
- ✓ • LAAGDREMPelige AANSPREEKBARHEID
- ✓ • ZICHTBARE EN SNELLE OPVOLGING. EN FEEDBACK.
- VOLHOUDEN.
- ✓ • COMMITMENT LEIDING IN WOORD EN GEDRAG.
- POSITIEF VASTSTELLEN.

WHAT DOESN'T

- ✓ • ONE SIZE FITS ALL (TYPE OF COMMUNICATION)

DEPLOYMENT PROCESS

* WHAT WORKS

- (TOP) MGT COMMITMENT
- LEAD BY EXAMPLE
- LOW THRESHOLD REPORTING SYSTEM
- REWARD GOOD BEHAVIOR (INDIV & TEAMS)
(N.B. METHOD HAS TO FIT LOCAL CULTURE!)
- FOCUS ALSO ON WHAT GOES WELL AND ACTIVELY SHARE BEST PRACTICES
- QUICK FOLLOW UP & FEEDBACK TO REPORTERS

* WHAT DOESN'T WORK

- DON'T PILE TOO MANY IMPROVEMENTS ON TOP OF EACH OTHER → USE SMALL INCREMENTAL STEPS

GROUP 2

DEPLOYMENT SUCCES

WHAT WORK, WHAT DOESN'T?

WHAT WORKS

- ✓ • LEAD BY EXAMPLE, PRACTICE WHAT YOU PREACH.
- SMALL INCREMENTAL STEPS.
- INTRINSIC MOTIVATION WORKS BETTER THAN BEING DIRECTIVE DEPENDANT ON CULTURE (COUNTRY & COMPANY)
- MGT COMMITMENT (IN RESOURCES)
- BEING OPEN TO COMMENTS (FROM TOP DOWN & BOTTOM UP)
- USE PICTORIAL INFO SUCH AS ANIMATIONS
- SIMPLIFIED REPORTING. SYSTEM THAT WORKS
- EXECUTE RISK ANALYSIS PRIOR TO START OF WORK.
- DON'T PUSH PEOPLE TO PERFORM JOBS BEYOND THEIR CONFIDENCE.
- ✓ • FOCUS ON WHAT IS GOING RIGHT.
- PUBLICIZE SAFETY LEVEL AND CELEBRATE SUCCES.

WHAT DOESN'T

- PILE TOO MANY IMPROVEMENT PROGRAMS ON TOP OF EACH OTHER.
- ONLY REWARDING TOP MGT FOR GOOD PERFORMANCE.