

ISA 360°

growing safer leaders



THE ONLY 360-DEGREE
FEEDBACK TOOL
CONNECTED TO THE
LATEST RESEARCH IN
SAFETY, LEADERSHIP AND
CULTURE

FUTURE-FOCUSSED INSIGHTS THAT ENABLE TRANSFORMATION OF LEADERSHIP & CULTURE

Practical and useful feedback that can **help people work together with purpose, showing care, being curious and connecting relevant systems. This ensures they have the best chance of working safely AND effectively.**

- 'CLOSE THE GAPS' IN CAPABILITY AT ALL LEVELS
- STAFF FEEL VALUED & ENGAGED
- SEE AN INCREASED COMMITMENT TO SAFETY
- SUBSTANTIAL REDUCTION IN OPERATING COSTS



Individual 360-degree assessment designed for leaders at all levels, and an Executive option for those with strategic roles at executive levels.

Suitable for all industries where safety performance is integral.



Safety is everyone's responsibility

BENEFITS OF ISA360

FOR INDIVIDUALS



Provides an opportunity to transform individual safety leadership and performance by understanding current views, beliefs, behaviours and processes.

FOR TEAMS



Discover the ingredients that enable groups to coordinate themselves in a way that creates the quality relationships needed to work effectively and thrive, safely.

FOR ORGANISATIONS



Reporting enables organisations to focus their employee development investment budget where it's most needed, and create a tangible shift in safety leadership and performance

Safety issues in the workplace incorporate more than just incidents and injuries. They also includes lack of psychological safety, conflict, poor relationships, and poor leadership leading to people feeling rushed, under pressure and stressed.

We know the 2.3 billion workers globally are increasingly stressed, unsafe and unhappy* at work...

38%

Suffer from excessive pressure on the job

2.3 million

Work-related deaths each year

313 million

Work-related accidents each year

*According to the Global Wellness Institute report "The Future of Wellness at Work"

FOUR FACTORS

ISA 360 measures **four factors** or 'ingredients' that lead to **high performance**. It also shares insights into the leader's **impact on others**, including their ability to foster **psychological safety**.



Includes valid and reliable measure of psychological safety incorporating **Edmonson's 'Team Learning and Psychological Safety Survey'** questions

Purposeful

The leader's ability to have and demonstrate a personal commitment to safety and effectively engage others in the commitment.

Caring


The leader's ability to produce a desired or intended result through genuinely caring about people.

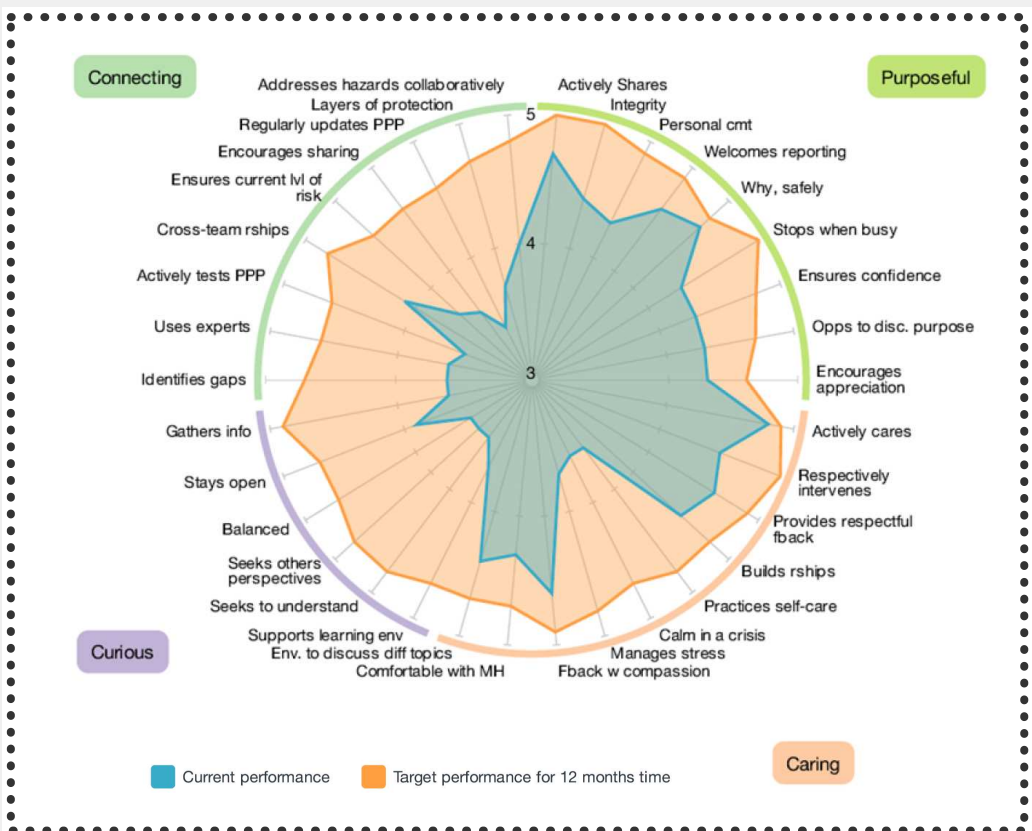
Curious

The leader's ability to listen effectively in a way that seeks a greater understanding of all perspectives.

Connecting

The leader's ability to optimise both personal and process safety, at the individual and organisational level to ensure everyone works safely.

 Gap analysis across 34 capability areas reveals what's needed at an individual and team level to enable connection and activation in the areas that will have the biggest positive impact.



WHY CHOOSE ISA 360

ISA 360 uses data to drive insights which can **transform** safety culture, leadership and performance.

It shines a spotlight on the **current strengths** and **most significant gaps** for the individual, and organisational leadership capability, by understanding the **current and desired performance**.

- ☑ **Assessment:** ISA 360 provides feedback via 'Description of Self' and 'Description by Others' and takes 10-15 mins to complete.
- ☑ **Insights:** Detailed report for participants and optional **aggregate data** for teams and organisations. Access to layers of **industry data** including **performance of leaders at all levels**, demographic data and trend information.
- ☑ **Debrief:** Face-to-face in depth results debrief from an experienced accredited practitioner and safety coach.
- ☑ **Development:** Extensive interactive self-development workbook, created by safety culture specialists to aid in transformation.
- ☑ **Recommendations:** **Improve ROI** by knowing exactly where to focus leadership investment to **'close the gaps.'**



The research: ISA 360 enables...

57% more sharing of ideas & concerns*

58% less avoidance of safety issues*

Staff feel **41%** more valued*

59% better listening*

63% improved confidence in safety process*

**WANT TO FIND
OUT MORE?**

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* based on ISA data collected to date, June 2020.