

HOP Implementation

Has your organization recently adopted **Human and Organizational Performance (HOP)**?

What is your plan to put **HOP into action**?



HOP is a safety philosophy, often called “New View” or “Safety Differently”, with a set of core principles based on the role of safety systems and the inevitability of errors¹:

1. Error is Normal
2. Blame Fixes Nothing
3. Systems Drive Behaviour
4. Learning Is Vital
5. Response Matters
6. Controls Save Lives

The success of HOP is dependent on workers demonstrating behaviours based on HOP.

HOP is not considered a safety program in and of itself, but more so a set of beliefs and values that can be used as the foundation of safety programs².

Even the best designed training, guidelines, and principles fail if people do not integrate them into their day-to-day routines. Sustainable culture change depends on understanding what behaviours are necessary to achieve your organization’s desired

outcomes, supporting improvements, and creating a culture of understanding and support. People do what they do because it works for them. Leaders create the path to show the positive impact of HOP-related behaviours.

Behaviour change only happens if people are:

1. Set up for success.
2. HOP-related performance expectations are encouraged.
3. There are systems of support at all levels of the organization guiding improvements and building habits.

SCCi transforms organizational culture using simple yet powerful tools, integrating your HOP standards and principles into sustainable workplace habits.

Do you have a HOP initiative that you want to turn into actionable culture change? Contact SCCi at info@scci.biz and we’ll work with you to put HOP into action!

¹https://www.hophub.org/files/uq/1a0149_e231b969abc645588e9c28026140c21d.pptx?dn=Todd%20Conklin%3A%20Fatality%20Pervention.pptx ²https://www.hophub.org/files/uq/1a0149_ecebb9150147492fb678b217987ad312.pdf