

Fusion Safety

The Hero Code



www.fusionsafetymgt.com

THE HERO CODE

We at Fusion Safety believe the highest level of Safety Culture Maturity is the standard of a **High Reliability Organisation (HRO)** through the practices of Mindfully Organising.

The Hero Code is a strategy to develop Mindful Organising in workplaces. The Hero Code unlocks leadership potential and engages the workforce at all levels, producing work teams who know how to mindfully organise.

The Hero Code is a set of guiding principles which should be used at all times to ensure a safe, and productive workplace – this is what mindful organising is all about!

THE HERO CODE CAN BE IMPLEMENTED INTO AN ORGANISATION IN TWO WAYS:

1

Embedded through a comprehensive organisation-wide roll-out of the **HERO CODE PROJECT**
(Including the IOSH Certified Hero Code Playbook)

2

Self-directed through the IOSH Certified Hero Code Playbook



Courage to act
Own the challenge
Demonstrate passion
Engage respectfully

SCAN TO
LEARN MORE



The IOSH-Certified Hero Code Playbook provides participants with critical leadership knowledge, such as values alignment, key elements to building rapport, and operational tactics that work. The playbook is available online and is self-paced.

The course has a **complete suite of learning tools** including self-reflection exercises, learning tasks and quizzes, and an overall **IOSH-Certified assessment**. Upon completion, participants will be provided with resources to facilitate their own **action learning** in the workplace to embed the knowledge they have gained.



Certified
training
provider
4380

The Hero Code Project™

The Hero Code Project is a strategic initiative that organisations can adapt to unlock leadership potential at all levels. **The Hero Code Project™ aims to produce workplace Hero Code Champions, Champions who know how to unlock the full human leadership potential in the workplace. Champions who are driven to win.**

THE HERO CODE PROJECT CONSISTS OF THE FOLLOWING 5 ELEMENTS:

1 Hero Code Community of Practice

The Hero Code Community of Practice is made up of an Executive Sponsor; a team of up to 8 Ambassadors, as well as a community that consists of Teams; Captains; Coaches; and Champions.

2 Internal Marketing / Communications Campaign

An effective internal marketing and communication program is a vital part of having a successful Hero Code Project and should commence early in the Hero Code Project implementation phase.

3 C.O.D.E. Competency Framework

The C.O.D.E. Competency Framework is set up to ensure the knowledge gained about the C.O.D.E and what powers it, is transferred to workplace behaviour. This Framework consists of a Guided Practice Journal that establishes regular, targeted practice until the level of competence is reached.

4 Recognition Program

Organisations need to establish high expectations for employees regarding their learning and use of the Hero Code. We suggest that a recognition program is personalised to meet the needs of the learners within each organisation.

5 Monitoring Strategy

There are 2 elements in the monitoring strategy:

- Monitoring of the Hero Code Project implementation in an organisation; and
- The organisation's performance against HRO criteria
(See MOSS brochure for further information)



Team Members

continuously live the principles of Hero Code daily in their workplace.



Captains of Teams

use the 6 Operational tactics and help teams live the principles of the Hero Code daily in their workplace.



Coaches of Teams

use their knowledge to help align the values of team members; build rapport and ensure the effective use of PEAK Performance Coaching and Operational tactics.



Champions

are the ultimate Hero Code Leaders, they are clear role models in all aspects of the Hero Code Project. They assist Coaches, Captains, and Team Members in their daily activities. They assist with the development of competency.



FUSION SAFETY

If your focus is on leadership at all levels with an engaged workforce, we would love to talk to you.

Visit our website for more information or contact us at info@fusionsafetygmt.com



Fusion Safety

Contact us for enquiries at
info@fusionsafetymgt.com

