



HILE GROUP

Integrated Safety Mindset: An Obliquity Strategy

WEDA Eastern Chapter Meeting

Jacksonville, FL

October 10-12, 2023

welcome message

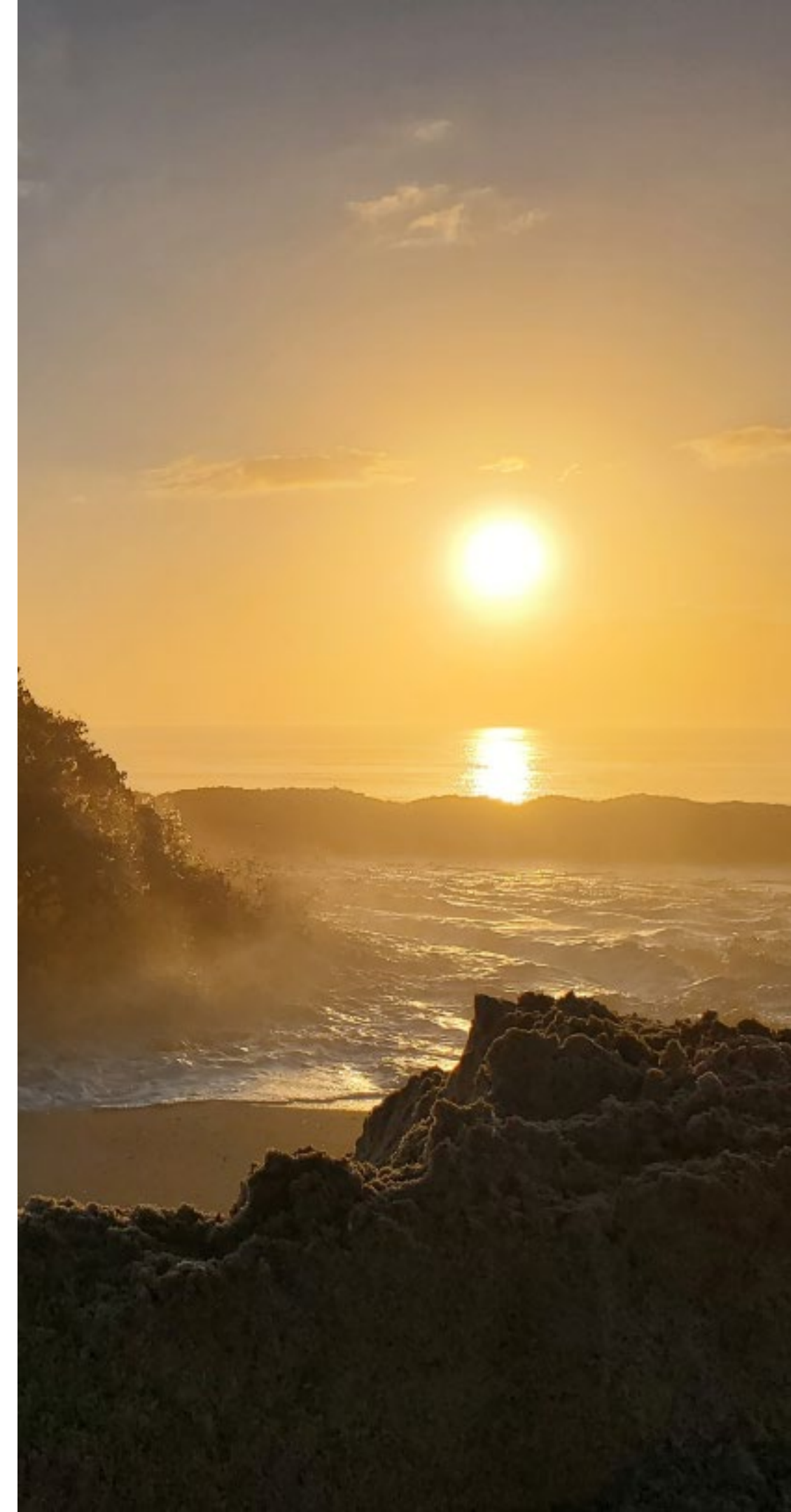
Who we are:

Emily Kelahan, Ph.D.

Performance Consultant
Hile Group
kelahan@hilegroup.com

Jonathan Seiden

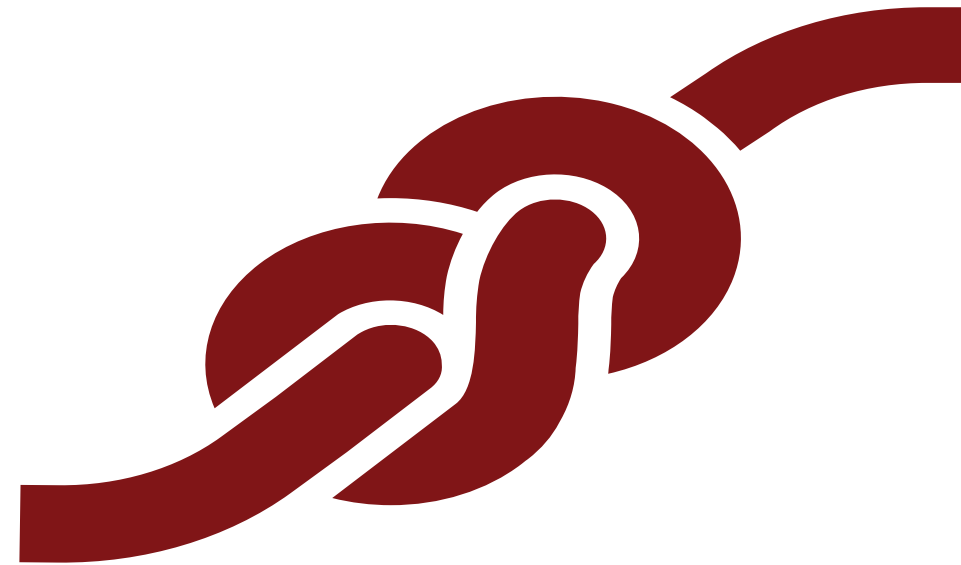
Performance Consultant
Hile Group
seiden@hilegroup.com



obliquity and integration: linking two concepts

Obliquity


the idea that the best path is oftentimes the indirect path



Integration

the idea that previously differentiated pieces would increase utility through their combination into a whole





Achieving complex goals and solving intractable problems is sometimes best done through a strategy of obliquity. From finding happiness to navigating the globe, we need tools and levers that aim indirectly and work from angles.

-adapted from economist John Kay's
Obliquity: Why Our Goals Are Best Achieved Indirectly



obliquity in action



To improve your jump shot, you can't simply set a goal of improving your jump shot.



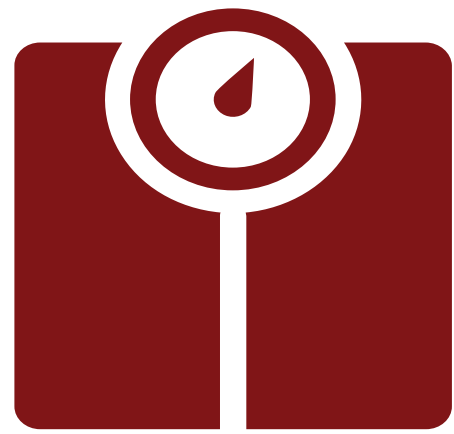
obliquity in action



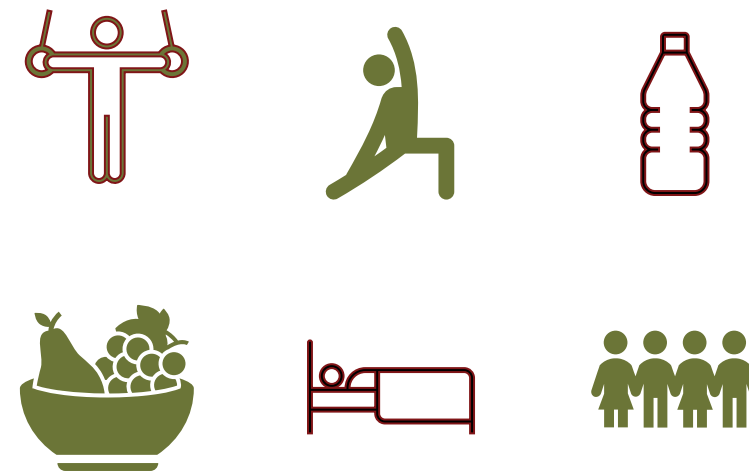
To increase happiness, you can't simply set a goal of being happier.



obliquity and lagging and leading measures



You can focus on the lagging number on the scale, or...



You can focus on the leading measures that increase the likelihood of changing that number.

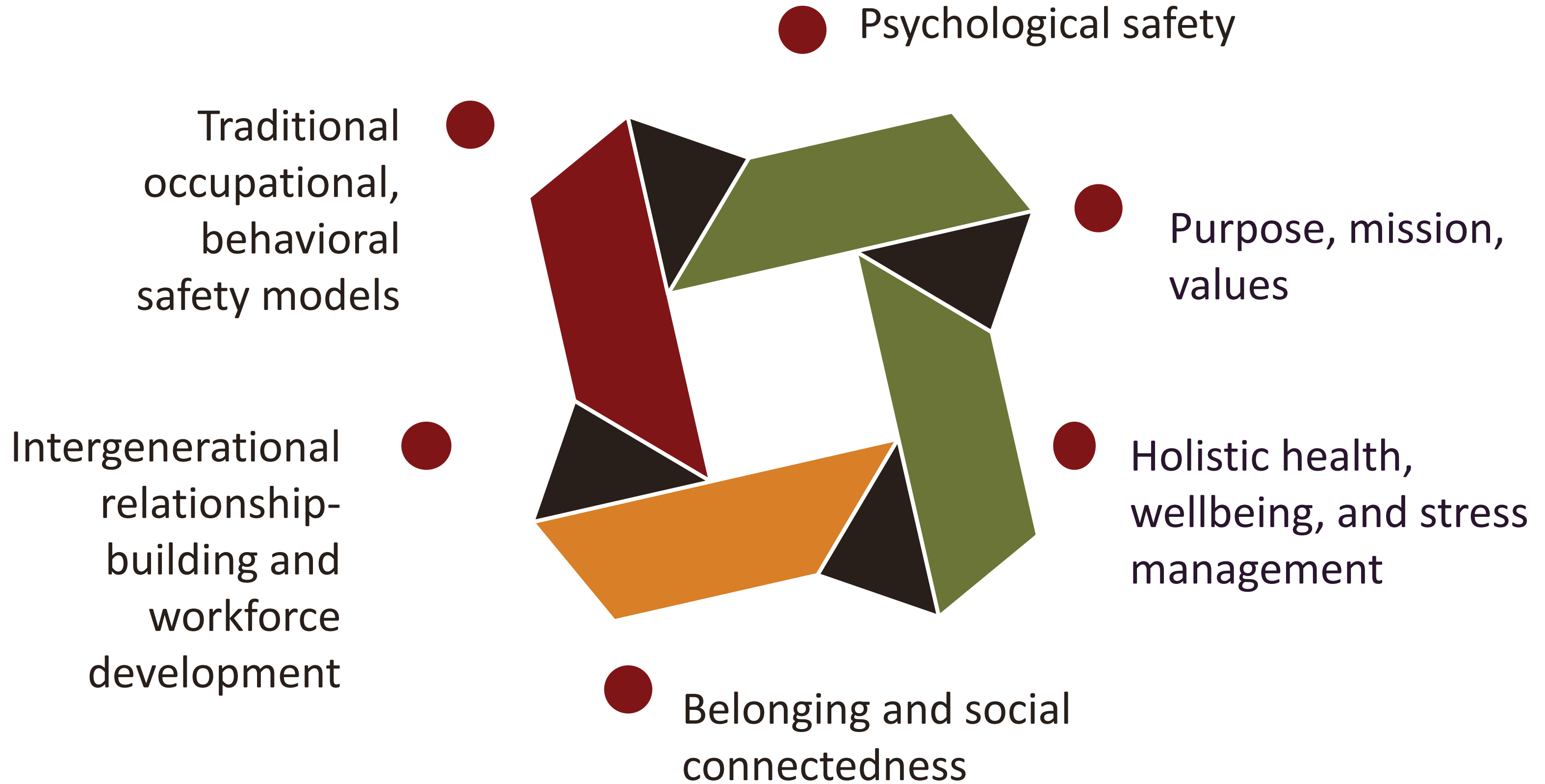
Obliquity is a way of training your focus on leading indicators.



Integration combines what was previously differentiated. It adds together component parts to create a whole. It finds areas, volumes, and all sorts of useful things.

The Integrated Safety Mindset understands safety holistically as a powerful oblique lever for addressing a variety of workplace challenges.

Integrated Safety Mindset





**Instead of “Do I belong here?”
you’d be better off asking “Can
I make a difference here?”**

**-Admiral Linda Fagan,
Commandant of the US Coast
Guard**



obliquity and Integrated Safety Mindset



Safety is a place to make a difference.

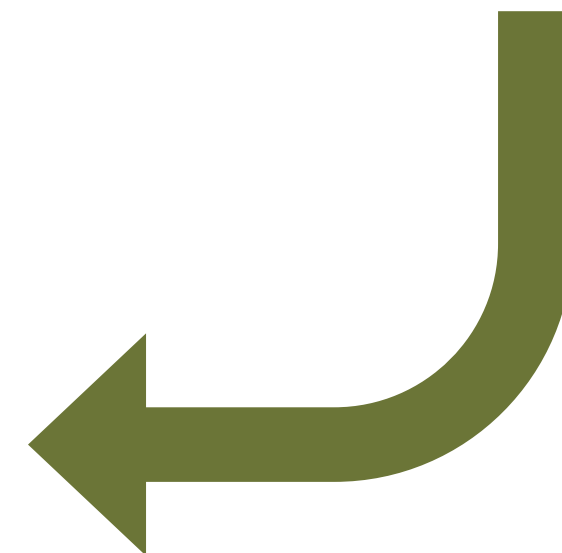
Retention reduces turnover and lowers risk of incidents and injuries.



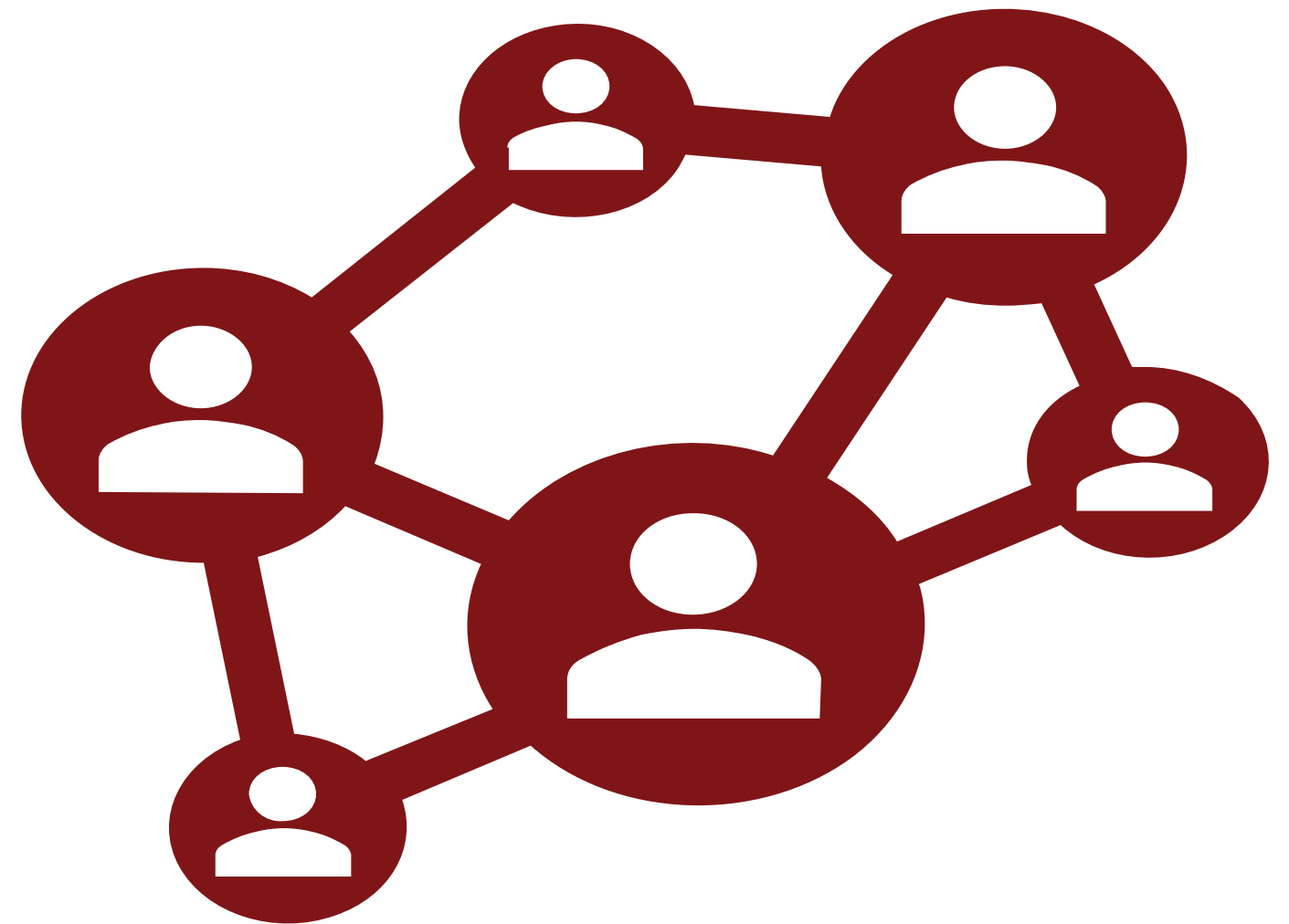
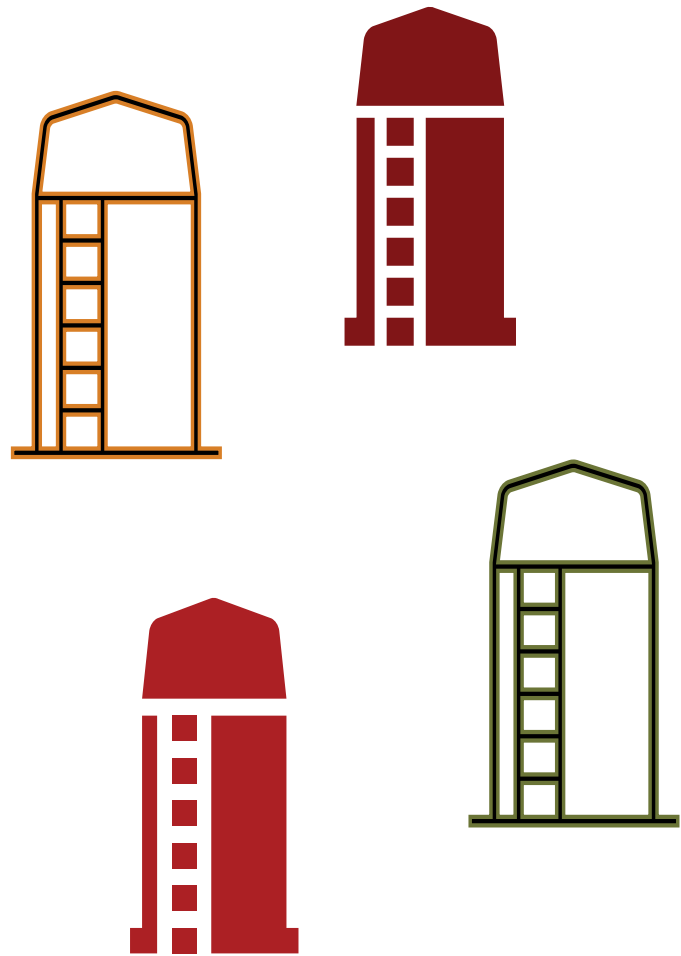
Difference-making engagement at work generates a sense of belonging.



Belonging increases retention.



obliquity and Integrated Safety Mindset



thank you!

any questions for us?

We have some for you!

To what extent is your organization having conversations about psychological safety and social connectedness in relation to physical safety?

Do you have any good examples of how working on safety achieved an important result in your work more broadly?

