

VISION ZERO 

Safety.Health.Wellbeing.

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Vision Zero and well-being at work

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International
Vision Zero Consulting

- The major Leadership and OHS Consulting company in Denmark
- Customers include 2,500 private and public companies
- Authorized in all aspects of safety, health and well-being
- A professional accredited IOSH Vision Zero Training provider

A Partner of
VISION ZERO
Safety. Health.
Wellbeing.

DANISH 
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COUNCIL

Certified Vision Zero training
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 **issa**  **iosh**

Wellbeing is becoming a strategic priority for attracting and retaining employees

Employee reviews of Danish International Company XX on social media

Overall	★★★★☆	4.0
Culture & Values	★★★★★	5.0
Diversity & Inclusion	☆☆☆☆☆	N/A
Work/Life Balance	★★★★☆	4.0
Senior Management	★★★★★	5.0
Compensation and Benefits	★★★★★	5.0
Career Opportunities	★★★★☆	4.0

Social media X

Cooperation and relations	★★★★★
Management	★★★☆☆
Culture and purpose	★★★★☆
HS and work/life balance	★★★★☆
Rewards	★★★★★

Social media Y

Danish studies among academics

Employees with high wellbeing at work are 37% more productive

DIMENSIONS OF WELLBEING IN DANISH COMPANIES

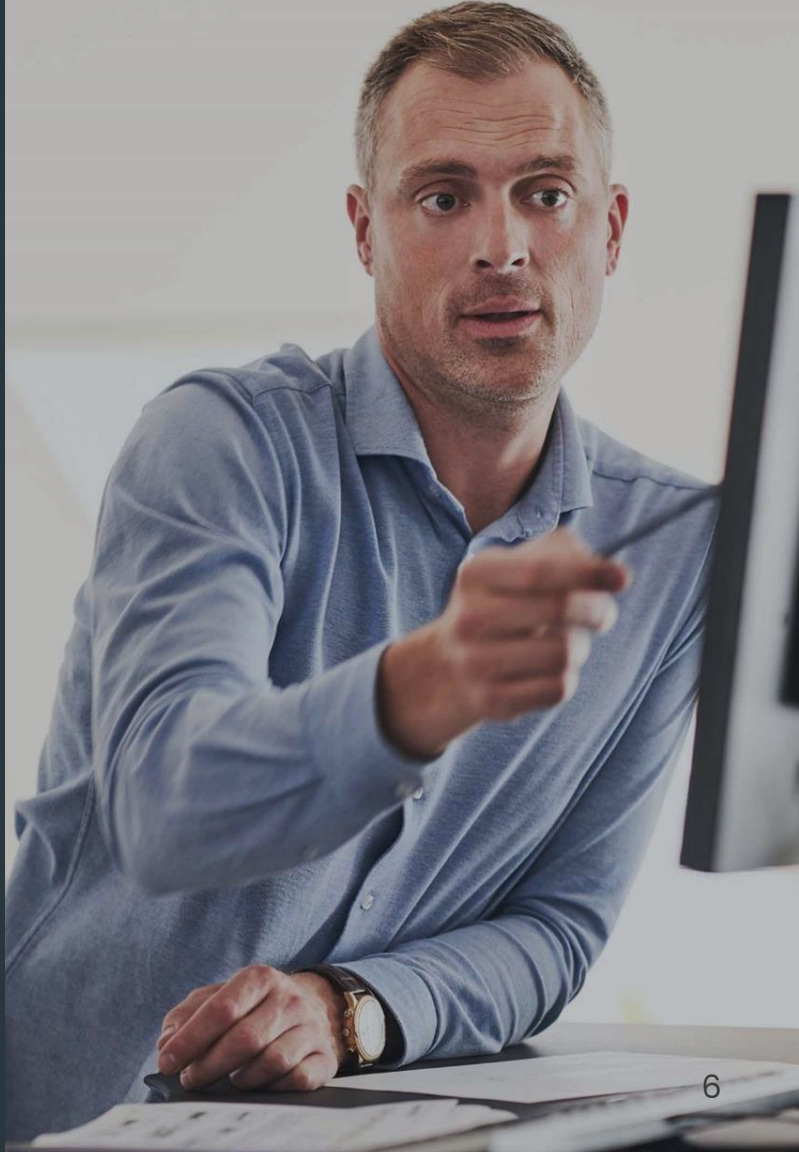
COMPANY LEVEL



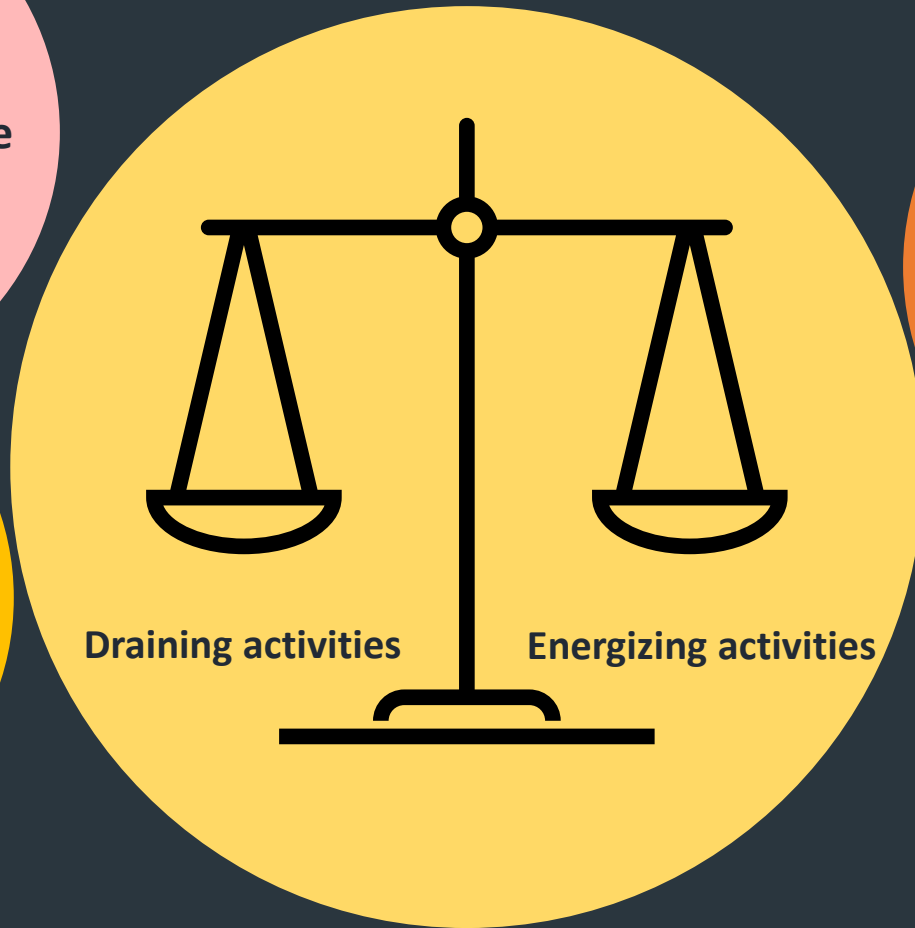
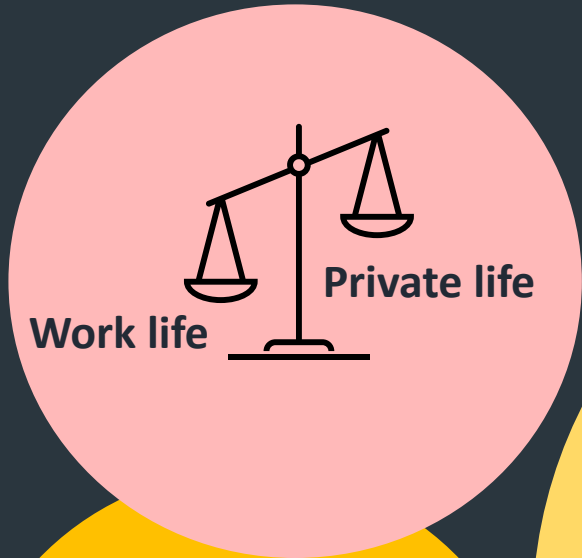
A good place to work as a shared responsibility

DIMENSIONS OF WELLBEING IN DANISH COMPANIES

EMPLOYEE LEVEL



WELLBEING IS ABOUT BALANCES



WELLBEING PREVENTION LEVELS IN WORKPLACES

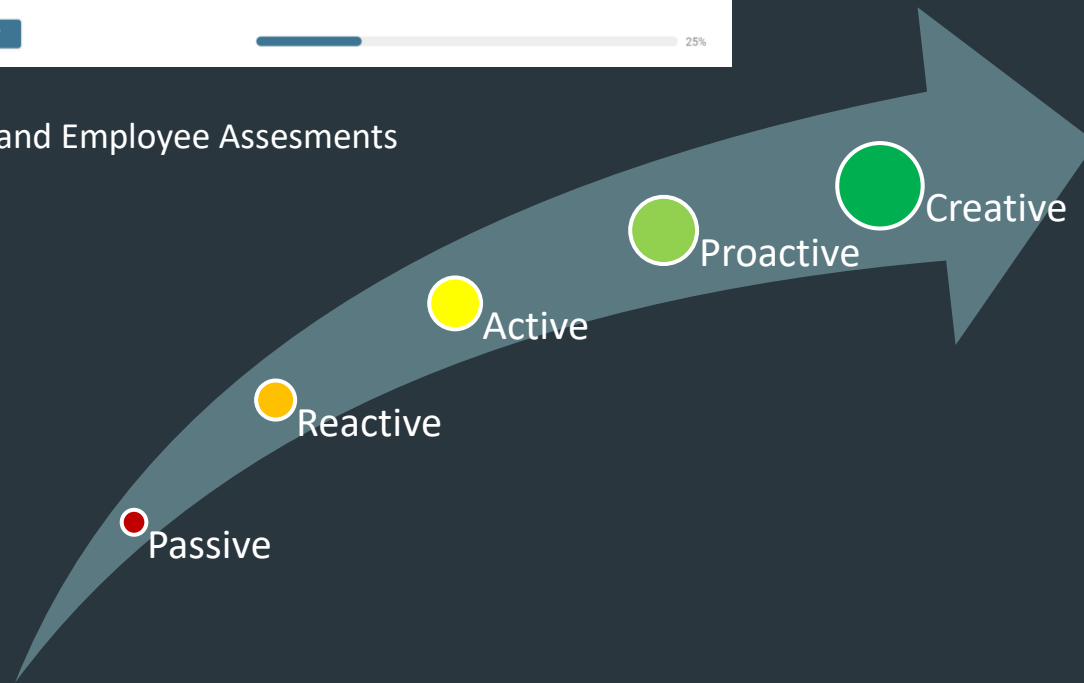
The prevention level on safety, health and wellbeing in the organisation

Which statement best suits your workplace?


- Safety, health and wellbeing is not a priority in our workplace
- There is only a focus on safety, health and wellbeing if a serious incident occurs or we have severe work-related sickness absence
- Safety, health and wellbeing is said to be a priority in everyday worklife, but sometimes more in words than in action
- Safety, health and wellbeing is a priority in daily work life, where words and actions match. My workplace continuously focuses on preventing safety, health and wellbeing problems before they occur
- Safety, health and wellbeing is a natural part of our business strategy and daily work. It is prioritized just as highly as business goals. There is a focus on creating the best workplace to attract and retain the best employees
- I do not know


PREVIOUS NEXT 25%

Manager and Employee Assessments




- The Passive Level: Wellbeing is not a priority in the organisation
- The Reactive Level: The organisation only focuses on wellbeing in case of for example many stress incidents or conflicts
- The Active Level: Wellbeing is said to be a priority, but there is not always consistency between words and actions in the organisation
- The Proactive Level: The organisation prioritizes wellbeing and focuses on preventing well-being problems before they occur
- The Creative Level: Wellbeing is an integrated part of business leadership with an ongoing daily focus. There is a focus on creating the best workplace to attract and retain managers and employees


 **1. Take leadership** – demonstrate commitment to the wellbeing of both managers and employees


 **2. Identify hazards** – perform wellbeing risk assessments fx when planning organizational- and work changes

 **3. Define Targets** – develop proactive leading indicators on wellbeing

 **4. Ensure a safe and healthy system** – create an ethical framework on wellbeing








 **5. Ensure safety and health in machines, equipments and workplaces** - prevention through design of fx IT-systems

 **6. Improve qualifications** – develop manager and employee competences in relation to wellbeing

 **7. Invest in People** – involve employees systematically and regularly in wellbeing dialogues



https://visionzero.global/sites/default/files/2021-04/2-VZ_Indicators092020.pdf

Vision Zero	7 Golden Rules	Examples – Proactive Leading Indicators on wellbeing
	1. Take leadership Do managers demonstrate visible commitment to wellbeing?	<ul style="list-style-type: none"> • Frequency of wellbeing as part of department meetings or 1-1 dialogues
	2. Identify hazards Do we manage and evaluate risks on wellbeing?	<ul style="list-style-type: none"> • Number of risk assessments of organizational changes
	3. Define Targets Are wellbeing efforts evaluated in relation to defined goals?	<ul style="list-style-type: none"> • Evaluation of objectives set on selected Workplace Assessment results (surveys)
	4. Ensure a safe and healthy system Is wellbeing included in start-up meetings?	<ul style="list-style-type: none"> • Frequency of start-up meetings with well-being on the agenda (for example workload and collaboration in the group)
	5. Ensure safety and health in equipment and workplaces Is wellbeing included in procurement processes and design?	<ul style="list-style-type: none"> • Frequency of wellbeing considerations included when investing in new IT solutions (for example requirements for complexity and learning of new processes)
	6. Improve qualifications Is wellbeing included in manager and employee education?	<ul style="list-style-type: none"> • Number of education programs including well-being (for example stress prevention, guidelines for good manners, policies for abusive behavior - or current topics such as wellbeing in relation to Covid-19)
	7. Invest in People Are managers and employees recognized for good wellbeing behavior?	<ul style="list-style-type: none"> • Number of knowledge sharing on good well-being initiatives and best practices

A Partner of

Top- and middle management Self-Assessment of leadership tasks on Wellbeing

Vision Zero Leadership Self Evaluation Test

- Fully implemented
- Room for improvement
- Action required



Name: _____

Wellbeing	X
1. I demonstrate the importance of mental well-being, set the standards, and serve as a role model for my managers and employees.	○ ○ ○
2. Mental well-being takes precedence for me - in case of doubt I say "stop."	○ ○ ○
3. I discuss mental well-being matters with my direct reports.	○ ○ ○
4. My direct reports know how important mental well-being is to me. Procedures are followed equally by all managers and employees.	○ ○ ○
5. I praise correct action and consistently address misconduct.	○ ○ ○
6. I invest in mental well-being in the enterprise.	○ ○ ○
7. My direct reports have sufficient time to do their work.	○ ○ ○
8. I make sure that adequate means and a financial budget are provided to ensure mental well-being at work.	○ ○ ○

Take leadership and demonstrate commitment



Your leadership is decisive for a profitable business with wellbeing for managers and employees— both in word and action. You play an important role in sharing knowledge about best wellbeing practices and encouraging proactive thinking across the organization.

What are your leadership tasks?

- Act as role model on wellbeing
- Ensure sufficient resources are prioritized (time, competence and finance)
- Integrate the wellbeing mindset into all parts of business tasks
- Motivate and address misconduct
- Consider wellbeing when planning and delegating tasks to employees
- Continuously communicate the objective of wellbeing and engage in the dialogue about how to progress

Examples of leadership tools

- Manager walks (including wellbeing) – **PLI defined**
- Manager TALKS (teams and 1-1) – **PLI defined**
- Policies, procedures, instructions and guidelines on wellbeing (stress prevention, harassment) – **PLI defined**

Identify hazards - control risks



An important part of your leadership is to lead the timely and systematic identification of wellbeing risks and to implement preventive actions

What are your leadership tasks?

- Know and understand the main wellbeing risk factors in your area
- Be accountable for action plans to mitigate the risks
- Evaluate that initiatives are working
- Gather, implement and share learnings
- Ensure ongoing focus on wellbeing in the daily work and in connection with changes
- Consider how your decisions affect well-being in other parts of the organization

Examples of leadership tools

- Manager walks (including wellbeing) – **PLI defined**
- Manager TALKS (teams and 1-1) – **PLI defined**
- WPA, risk assessments and HS group meetings – **PLI defined**
- Root Cause Analysis resulting in preventing action plans
- Knowledge sharing of wellbeing incidents and actions

Define targets - develop programs



Your leadership is about defining clear goals and plan concrete steps for implementation and evaluation of wellbeing actions

What are your leadership tasks?

- Define targets and actions to handle identified wellbeing risks in your area
- Make sure all employees understand the targets - and how they contribute to the solutions
- Follow up on action plans
- Communicate results and learnings to employees and relevant stakeholders
- Include product managers, project managers etc. in targets and action plans

Examples of leadership tools

- Manager walks (including wellbeing) – **PLI defined**
- Manager TALKS (teams and 1-1) – **PLI defined**
- WPA, risk assessments and HS group meetings – **PLI defined**
- Knowledge sharing of wellbeing incidents and actions
- SafetyNet action plans

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