



SafetyWorks

Sharing Stories of Success

Using Appreciative Inquiry to Increase Engagement

At SafetyWorks, we enjoy using the appreciate inquiry approach in a range of situations and for many applications. Here's one story of how we applied elements of the appreciative inquiry approach to achieve a successful outcome.

Scenario

An organisation that we have been working with approached us to help them increase engagement in health, safety, and wellbeing throughout their group. They have several teams working across a number of locations, including a head office and small satellite sites, as well as working out in the community.

Process

Inspired by the Appreciative Inquiry model, we started the process with a focus group workshop. This group consisted of a cross-section of managers and workers from the different teams and locations in the organisation.

We facilitated the focus group on Zoom and workshopped what was working well in relation to engagement and consultation in other aspects of the business.

Next, we explored how these approaches could be applied to health, safety and wellbeing.

The group then developed a wish list for potential WHS Consultation arrangements that would fit their organisational values, work arrangements and culture.

Outcome

From this list, SafetyWorks developed a framework which included input from the focus group, met the organisation's needs and structure as well as their legislative obligations in relation to WHS Consultation.

Key Learnings

What we have learnt from this approach is that there are a number of essential components for success with this method including:

- Ensuring there are sufficient representation to get engagement across all key stakeholders

Contact us!



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Key Learnings Continued..

- Providing adequate information and communication prior to the focus group session(s) to reassure participants that the sessions is focused on collective learning
- Asking open questions to gain a clear understanding of the improvement that is being sought and to discover what has been working well.
- Facilitating objective discussion for engagement, transparency and integrity

Feedback from Participants

“Thank you again for a great workshop yesterday. I am very pleased with the outcome”

“The feedback from the workshop has been so positive that our CEO has asked to join one.”

To find out more about our approach to engaging people in health, safety and wellbeing contact SafetyWorks on ph: 0249253147or admin@safetyworks.com.au

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