



# HS2 Together 2020

Transforming our performance through  
Safe at heart: one opportunity; one vision;  
one team; and one culture.

## HS2

# Our challenge:

how do we channel our collective power to transform our performance through Safe at heart?

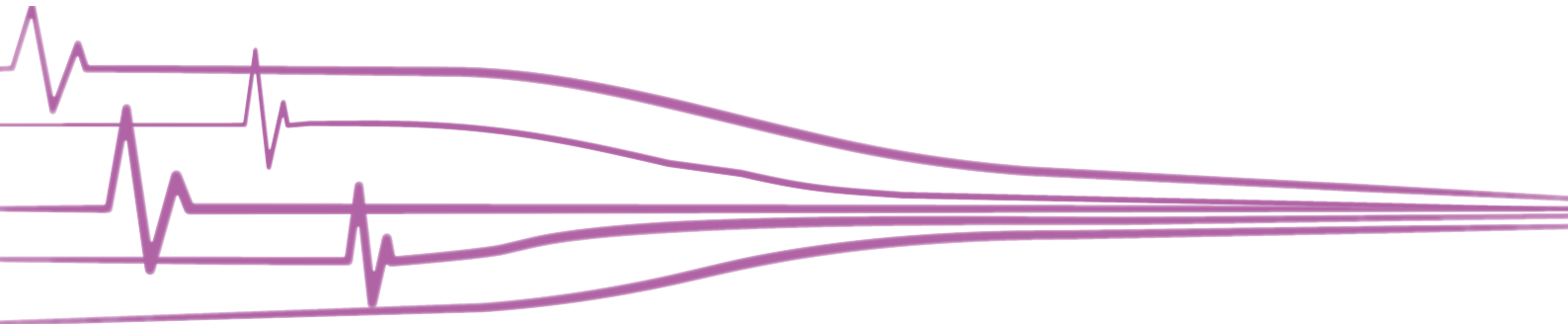
Together we are leading the delivery of the most extraordinary and ambitious infrastructure project our country has ever seen: a high speed railway that will be the catalyst for growth, opportunity and connectivity across Britain for generations to come. It is a truly collaborative endeavour.

Our challenge is: how do we channel our collective power, as leaders and through our teams, to deliver a history-making

legacy for our country, our industry and future mega-projects?

This is why we're working together to create, deliver and embed the Safe at heart transformation plan.

It's time for a step change if we're truly going to put health, safety and wellbeing at the heart of delivering HS2.



# Our history-making goal: to deliver the UK's safest ever mega-project

Imagine: we have it in our hands to make HS2 the UK's safest ever project.

We believe safety and performance are intrinsically linked. Transforming our approach to health, safety and wellbeing will also transform our delivery beyond what we thought was possible. Equally, the way we deliver HS2 is integral to the health, safety and wellbeing of all.

This can only happen if we feel, think and act differently; if we refuse to accept the predictable outcome, imagine what is possible and commit to the future we want. As leaders we need to step up and commit to a step change. Transformation starts with us.

We are a world-class partnership, made up of organisations that already put health, safety and wellbeing first.

Having the right strategies, plans, structures, policies, processes and systems is important, but it's not enough.

We need to ask ourselves: what more can we do, over and above our existing commitments, to make Safe at heart a reality and give us a powerful, collective leadership platform for success?



## Our role:

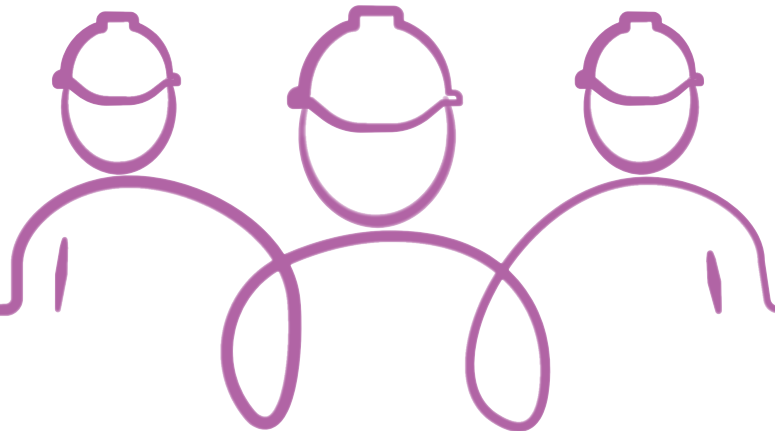
have the vision and commitment to reset expectations, transform standards and deliver a legacy our industry and country can be proud of

Why does what we do as leaders together matter so much?

If we settle for current best practice, our legacy might be three deaths, more than 700 non-fatal injuries and more than 5,000 illnesses caused or worsened through work.

This is not a legacy we want.

Our personal and joint commitment to a simple, compelling, unifying Safe at heart vision and transformation plan will help us to empower, inspire and engage our teams to make the possible a future reality.



# Our transformation: the Safe at heart journey

	What?	When?	Who?	Outcome?
<b>Planning and aligning</b>	Aligning leaders on Safe at heart commitment: aspiring to the possible, not settling for the predictable.	Jan/Feb JV and HS2 leadership events.	HS2 Ltd Executive Board and operational leaders, JV CEOs, IPT directors.	Unifying Safe at heart commitment for transformation outcome.
<b>Developing</b>	Sharing the vision, building personal commitments to a transformational Safe at heart approach, contributing to the plan.	Safe at heart: HS2 Together 2020 conference, 5 March 2020.	IPT directors, health and safety leads, HS2 operational leaders, principal partners.	Cross-programme leadership engagement and commitment.
<b>Cascading and refining</b>	Commitment workshops for the leadership teams of each IPT and selected HS2 forums to develop and refine the plan.	April to September 2020.	IPT leadership and HS2 teams.	Programme-wide alignment and final development of the Safe at heart transformation plan.
<b>Safe at heart in action: engaging and embedding</b>	Roll-out of the Safe at heart transformation plan to embed a Safe at heart mindset and culture.	September 2020 to March 2021.	Delivered by leaders to all project workforce.	Leadership capability to engage, inspire and embed; emerging evidence of Safe at heart impacting performance.
<b>Measuring and improving</b>	Measure engagement and impact on performance.	From March 2021.	Cross-section of leaders and workforce.	Intelligence to improve and deepen engagement.

# Bringing Safe at heart to life

Safe at heart is our project-wide approach, representing everything we aspire to achieve in health, safety and wellbeing throughout the lifecycle of HS2.

Its purpose is to galvanise us behind a common belief, vision, values and behaviours; and inform the way we communicate, and our experiences, thoughts, feelings and actions.

Safe at heart: three simple, powerful words. But what does being Safe at heart really mean on a mega-project like HS2? What's unique about it? How does it add value to our partners' existing health, safety and wellbeing commitments? How do we bring Safe at heart to life, for ourselves and others?

Our refreshed Safe at heart approach makes clear our priorities as individuals, as teams and organisations, and as a collective.





Let's ask  
ourselves  
**three**  
**questions**

1

## Why do I care?

**The transformational power of caring for ourselves and others.  
Creating a safe, healthy environment starts with me.**

What connects me personally to Safe at heart?

What can I do differently to help my colleagues to flourish?

How will I demonstrate Safe at heart in my actions?

What can I improve in the workplace to help people perform at their best?

2

## Why do you count?

**The transformational potential of empowering our teams  
and organisations to make a difference.**

How do I bring Safe at heart to life for my team?

How do I empower my team to give their best and do things differently?

How do I consistently show my team that their contribution counts?

How do I inspire my team to go beyond getting the basics right every day?



3

# Why do **we** matter?

**The transformational power of all of us, as a collective,  
raising the bar higher than ever before for industry standards  
and leaving an outstanding legacy for our country.**

How can I create the space to connect more effectively with  
leaders across the Project?

What's happening in my world that might contribute to  
a history-making legacy?

How can we share our legacy-making work with our partners?

How do we constantly build momentum?



# Resources and workshops to support our Safe at heart transformation journey

You'll be able to access all of the resources created for Safe at heart: HS2 Together 2020 to adapt and share with your teams. This includes opening and closing videos, Safe at heart energy shot videos, workshop videos, case studies, this conference takeaway, our Safe at heart brand guidelines and facilitation and presentation packs.

If you're an appointed JV contractor or subcontractor, please visit our Safe at heart portal at **[highspeedtwo.sharepoint.com/sites/SafeatHeart/SitePages/Home.aspx](https://highspeedtwo.sharepoint.com/sites/SafeatHeart/SitePages/Home.aspx)**

If you are a nominated client or external partner, please visit our Safe at heart learning library or email **[safeatheartlibrary@hs2.org.uk](mailto:safeatheartlibrary@hs2.org.uk)**

If you are employed by HS2 Ltd, please visit the Safety and Assurance Interchange pages.

If you have any questions or suggestions, please get in touch at **[safeatheartdevelopment@hs2.org.uk](mailto:safeatheartdevelopment@hs2.org.uk)**

If you'd like to find out more about our future Safe at heart commitment workshops, please contact **[safeatheartdevelopment@hs2.org.uk](mailto:safeatheartdevelopment@hs2.org.uk)**

