



# Safety Active

NKT  
GLC

**HSE360°  
summit**

*Change the game of Safety*

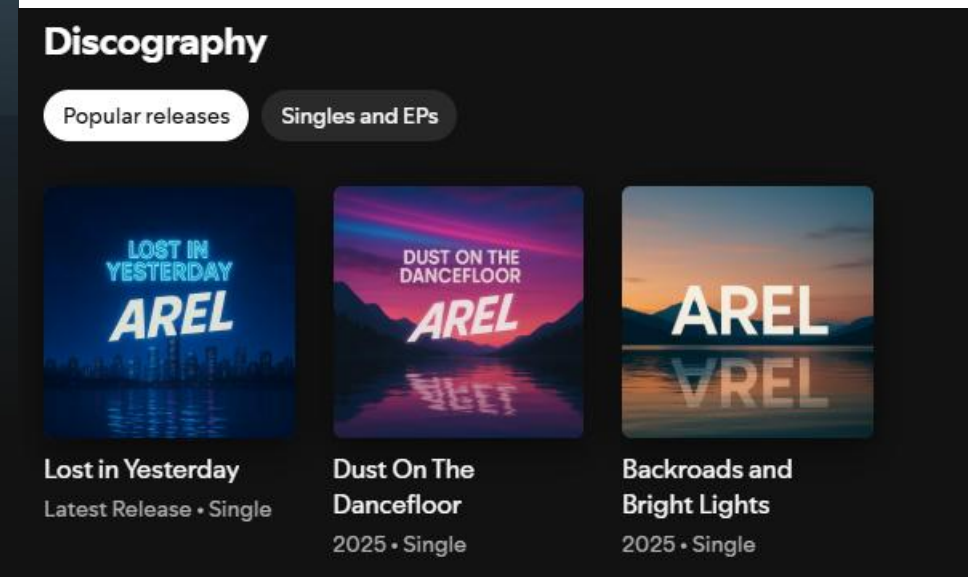
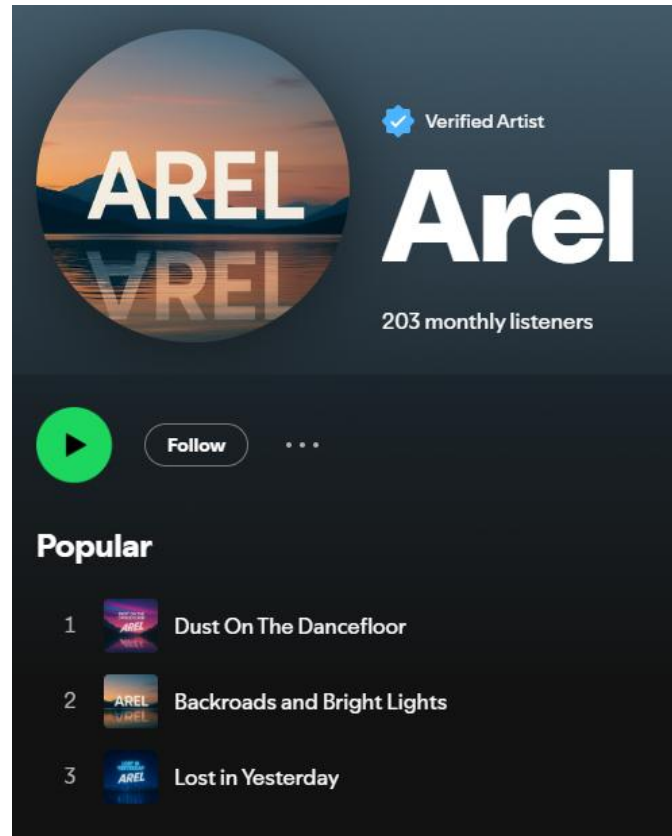


# Introduction of myself

My name is Mikael Thimell, I'm 40 years old and work as an HSE Specialist at NKT, where I lead the global SafeStart initiative, engaging more than 6,000 employees worldwide.

I live with my family in central Sweden and have worked in the industrial environment for over 20 years, starting already at Scania Trucks when I was 18.

Outside of work my passion is music — and I've recently released my first Three singles on Spotify.



- **At NKT, we've started a journey — a journey to truly change our safety culture.**  
To help us along the way, we launched the *SafeStart initiative all about 4 states connected to 4 errors and using 4 CERT Teknik's.*
- And I have to say...
- This has really changed how I see safety.
- It's made me realize how much influence we all have — and how small changes in awareness can make a huge difference in keeping ourselves and others safe.





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Complacency

# How can we be better at Complacency



## Complacency

1. Self-trigger on the state (or amount of hazardous energy) so you don't make a critical error.
2. Analyse close calls and small errors (to prevent agonising over big ones).
3. Look at others for the patterns that increase the risk of injury.
4. Work on habits.

# How can we be better at Complacency



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## Self-trigger

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## Analyse close calls

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## Analyse close calls Helps prevent becoming complacent in the future



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But doesn't help "fight" complacency right now

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Helps to compensate for complacency ?



# Your Role as a Leader

# Safety leadership is all about awareness

## Awareness in Leadership

Safety leadership starts with awareness — the ability to see risks, notice people, and understand how our own state of mind affects what we do.

True leadership goes beyond rules and checklists.

It's about being present, listening, showing care, and leading by example.

## Understanding Human Factors

Human factors like rushing, frustration, fatigue, or complacency affect everyone. When leaders recognize these states — in themselves and in others — they can prevent small slips from becoming big problems.

By talking about these moments openly, we build stronger awareness and a safer mindset across the team.

## The Power of Simple Questions

Sometimes small actions make a big difference.

A simple question like *“How do you feel?”* can open the door to real conversations.

It helps leaders connect with their teams, uncover hidden concerns, and spot when someone's focus or energy might be off — before it leads to an incident.

Leadership

## When Awareness Spreads

A strong leader spreads awareness to others. By asking, reflecting, and encouraging openness, they help people see risks before something happens.

When leaders live awareness every day, it becomes part of the culture — where safety is not just a rule, but a natural way of working and caring for each other.

A photograph of two workers, a woman in a blue hard hat and yellow safety vest, and a man in a white hard hat and orange safety vest, standing on a grassy hill. They are looking at a laptop held by the woman, with the man pointing towards a series of wind turbines in the background. The scene is set at sunset, with a warm orange glow in the sky. The wind turbines are silhouetted against the bright sky.

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How do you feel?



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Caring 24/7

16

**The more a person thinks about safety, the less likely they'll get injured or harmed.**

Take this quick  
survey its 100%  
anonyms

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QA / Survey