



Agwe Frank Teboh CMIOSH

HSEQ Specialist – Monjasa

NWE | Asia | Mediterranean | Middle East | Africa

CEO - TalkSafetyWithFrank



BLAME CULTURE

Definition: A **blame culture** is a workplace environment where, when something goes wrong, people focus on **who is at fault** rather than **what went wrong** in the system.



Worker Goes Home – SAD

- Sad Day at Home
- Father scolding at kids.
- Family moments are ruined





Distant Worker

Not able to call the wife and kids due to mental stress. Wife and kids waiting for daddy to call.



Happy Worker, Happy Life and Home



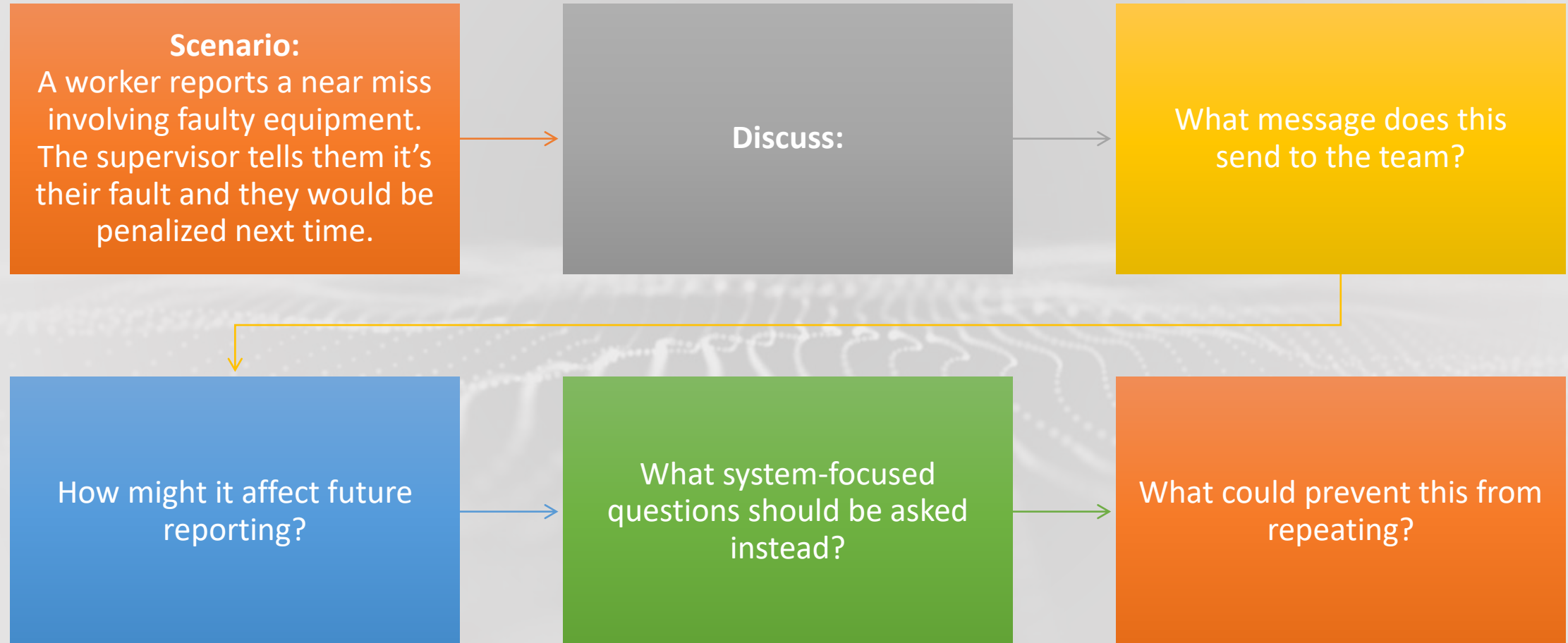
Group Exercise – Scenario Based

We would be divided into three working groups.

Objectives:

- Share ideas, learn and collaborate with one another.
 - Identify a trend among the three groups.
 - We shall learn and not blame.
-

Group 1 – The Reporting Dilemma



Group 2: The Human Error Trap

Scenario:

A worker skips a safety step to meet a tight deadline. Management labels it as 'carelessness'.

Discuss:

Why might the worker have done this?

What system pressures could be at play?

How could leadership respond differently?

What would a Just Culture approach look like here?

Group 3: Building a Learning Culture

Scenario:

Your organization wants to move from a blame culture to a learning culture — but doesn't know where to start.

Discuss:

1. What are 2–3 visible signs of blame culture?
2. What would a learning culture look and feel like?
3. What are the first steps leadership can take?
4. How can employees reinforce this daily?

Let's Hear From Each Group

One Insight, One Voice



Conclusion



When we focus on who to blame, we lose the story that matters most: why it happened.

Safety grows when learning replaces fear

Why Blame Culture Emerges

Pressure to meet performance or safety KPIs.

Poor leadership behavior (“zero tolerance” interpreted as “zero mistakes”).

Weak systems for learning and accountability.

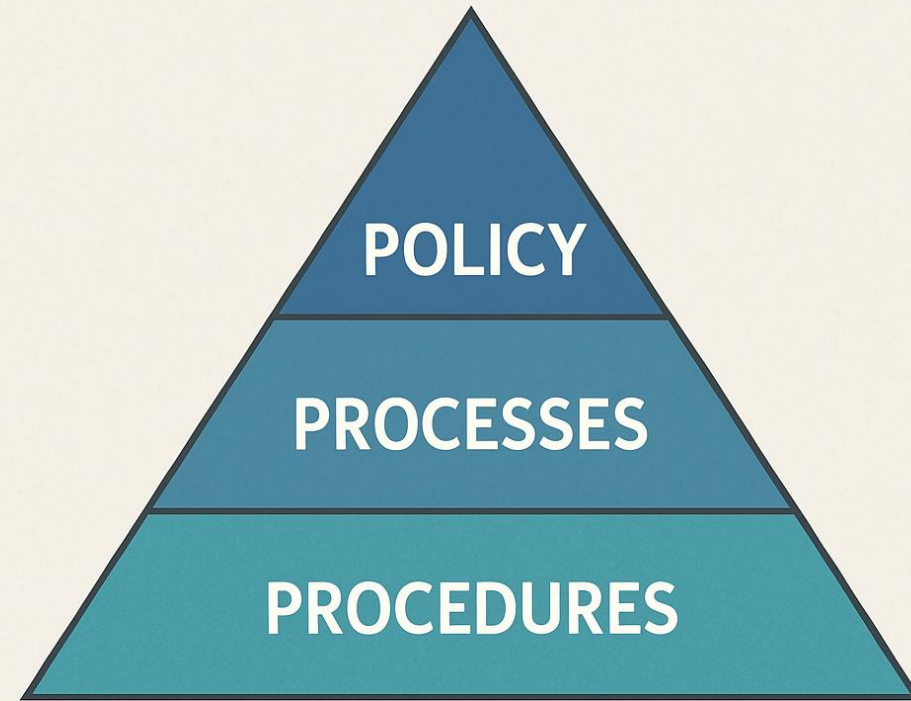
Lack of psychological safety — people fear speaking up.



Strong systems are the backbone of a safe and efficient organization.

A good system allows ordinary people to achieve extraordinary results safely.

Remember systems are here to make workers life easier, systematic and efficient.



SYSTEM

Best Practices to Ensure Efficient System

Consultation With Workers





Leadership Trainings

Set KPIs and Review Them Constantly





Audits



Just and
Fair Culture



Data Driven Decisions



Integration
with Daily
Operations



Simplicity
and
Accessibility



Clear Roles and
Responsibilities



Learning from Near Misses and Accidents

ANY
QUESTIONS?



THANK YOU!