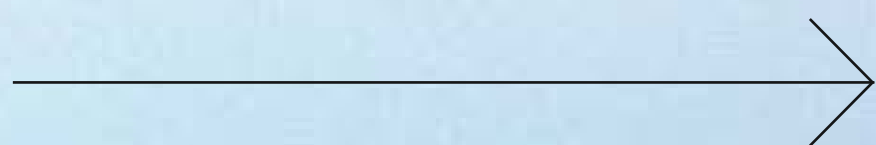


Integrating HOP without top-down safety sponsorship



THE CHALLENGE

A large, high-risk industrial operation. Strong production focus. No corporate top-down sponsorship for HOP.

The question: can HOP be driven bottom-up through operations alone?

Each week in the NVS Evolution Masterclass, we explored ways to further integrate HOP into existing safety processes:

Using existing forums (morning meetings, field interactions) to apply work insights.

Running small micro-experiments to test and demonstrate value.

Deploy learning teams to challenge procedures and remove clutter.

Shift communication from large pre-starts to smaller, more engaging conversations.

Embed HOP into existing processes.

Morning meetings, audits, and field interactions are easy entry points for work insights and better conversations.

Use learning teams to challenge and improve the system.

Learning teams are a practical tool to identify and remove safety clutter and improve how work actually gets done.

**Bottom-up transformation
can still use change
management principles.**

Clear vision. Consistent
messaging. Guiding coalition
at ops level. A structured
roadmap. Permission not
needed.

HOP integration doesn't need to be safety-led...operations can be the key driver.

The 8-week facilitated NVS Evolution Masterclass explored entry points and change management for this bottom-up ops lead transformation.

Contact the NVS team today to discuss HOP integration.

