



Healthy Workplaces Summit 2013

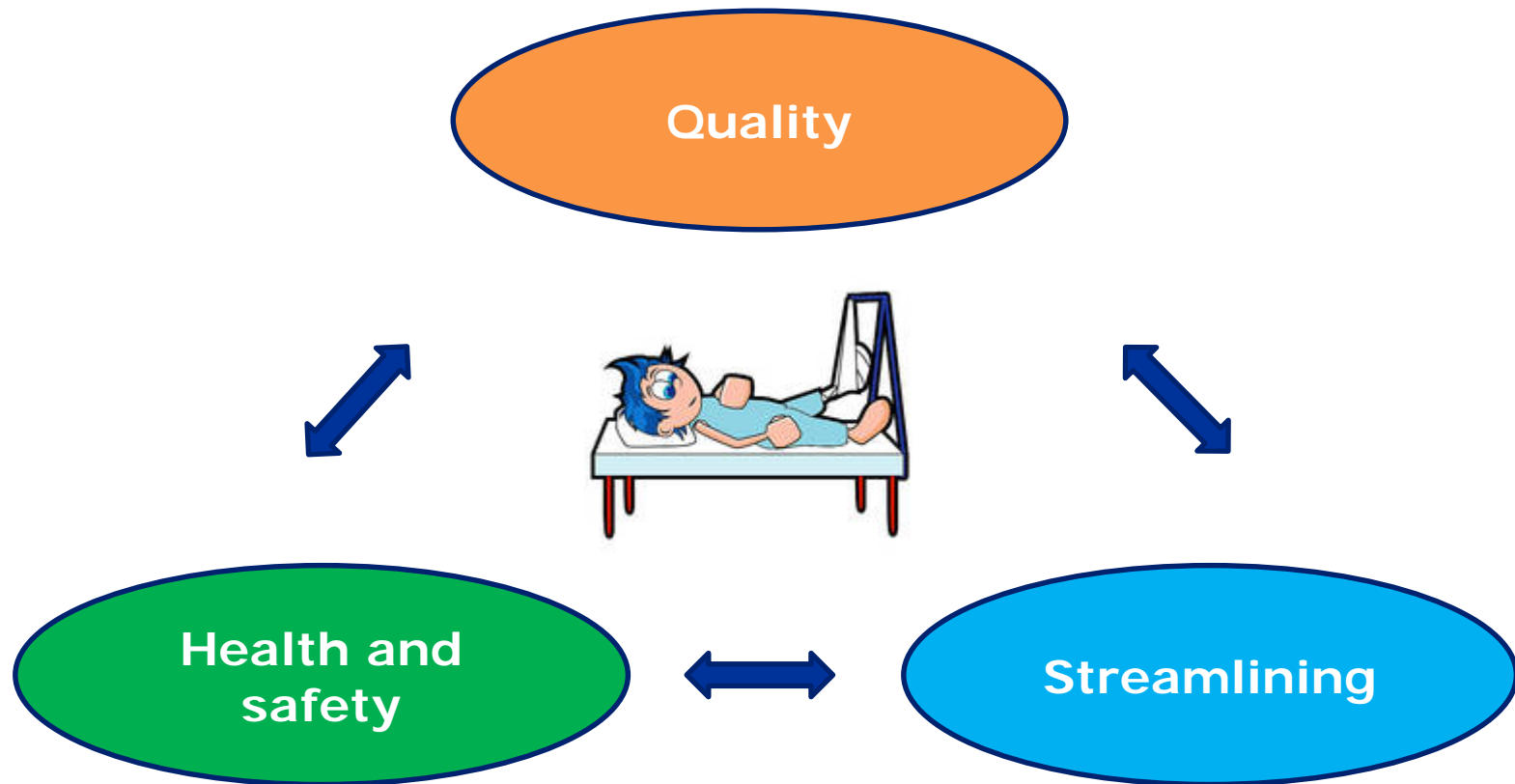
‘Working together for risk prevention’

Our health and safety strategy in practice

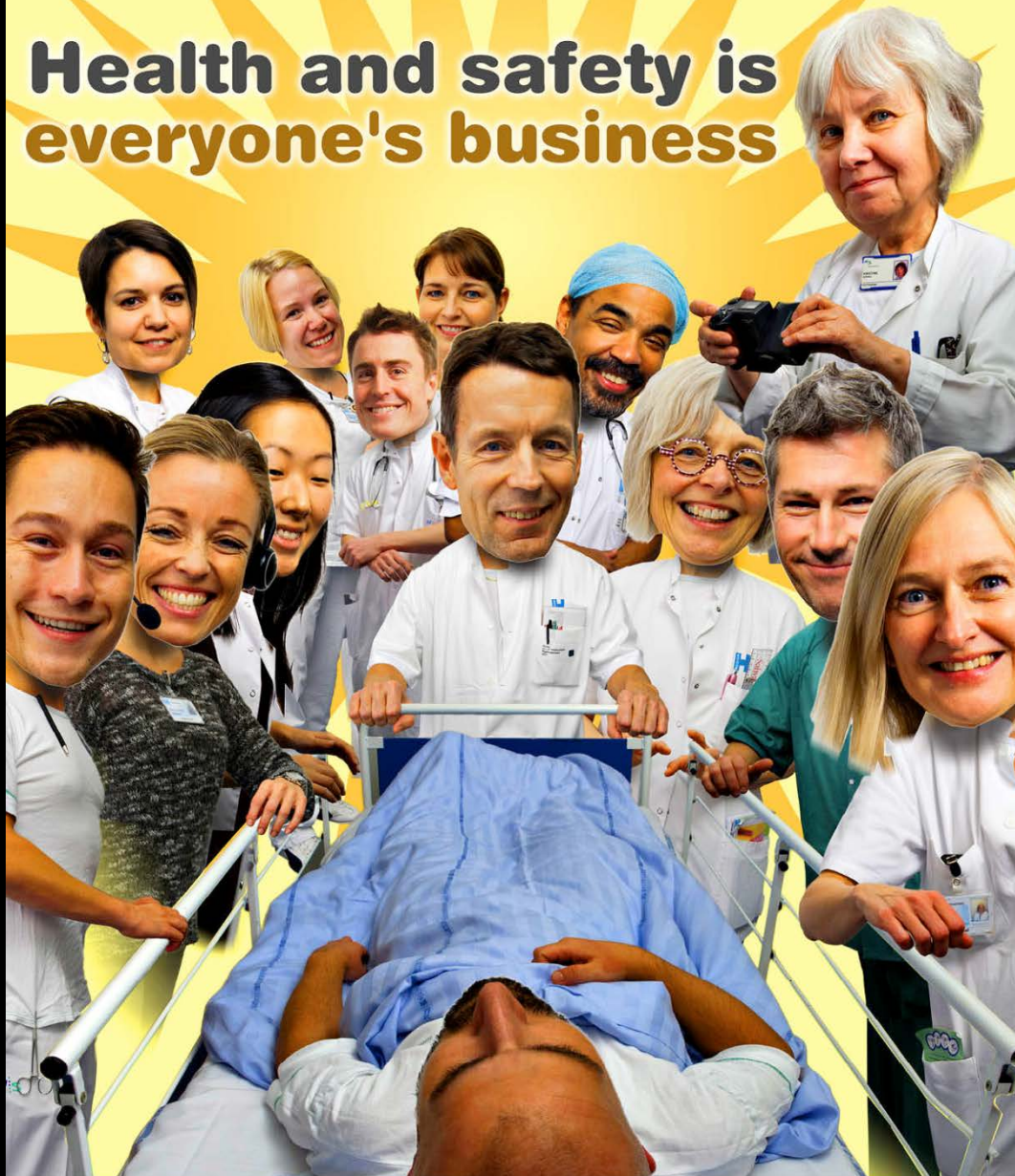
Rigshospitalet – The international hospital of Denmark



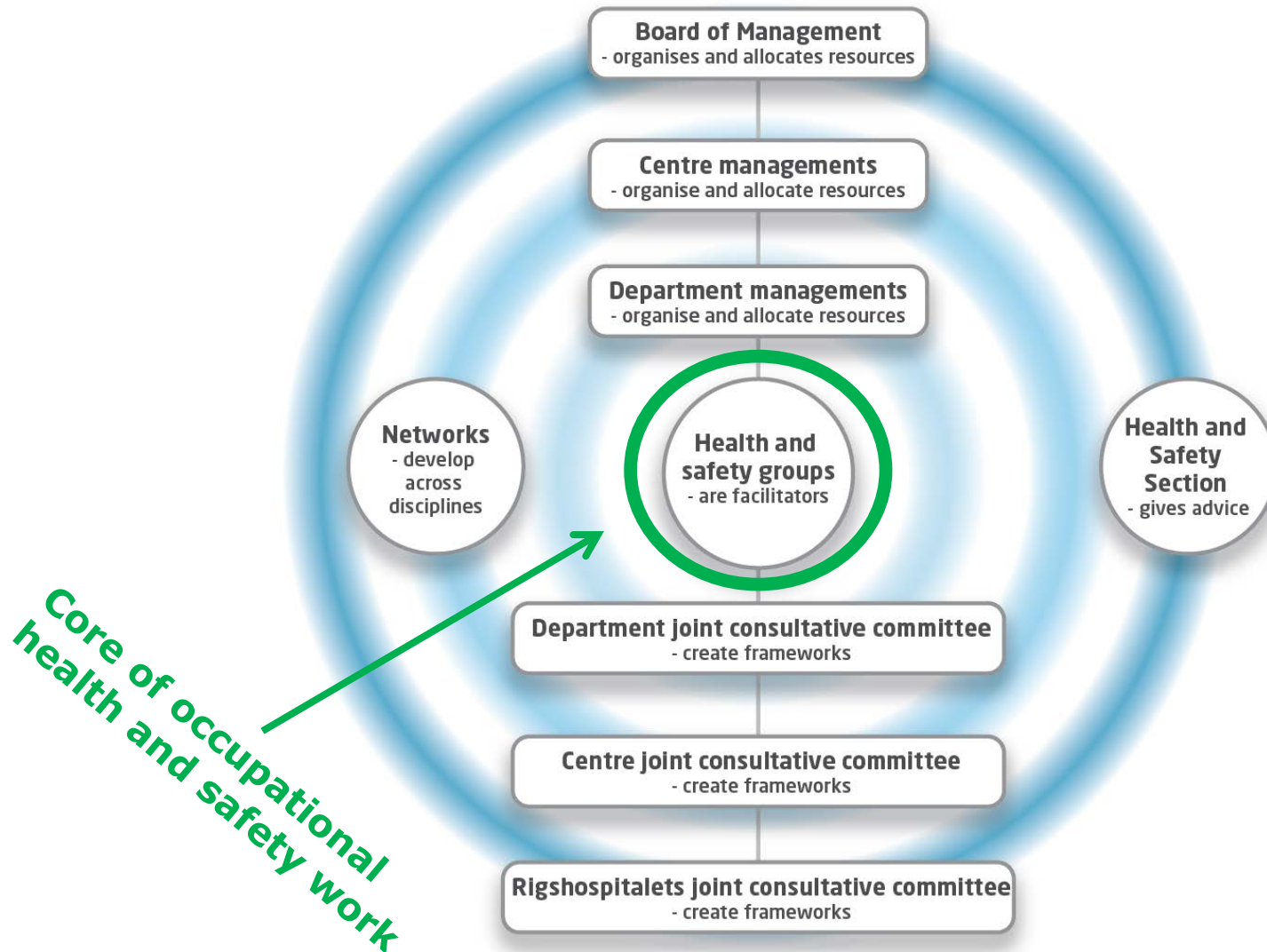
Our health and safety strategy



Health and safety is everyone's business



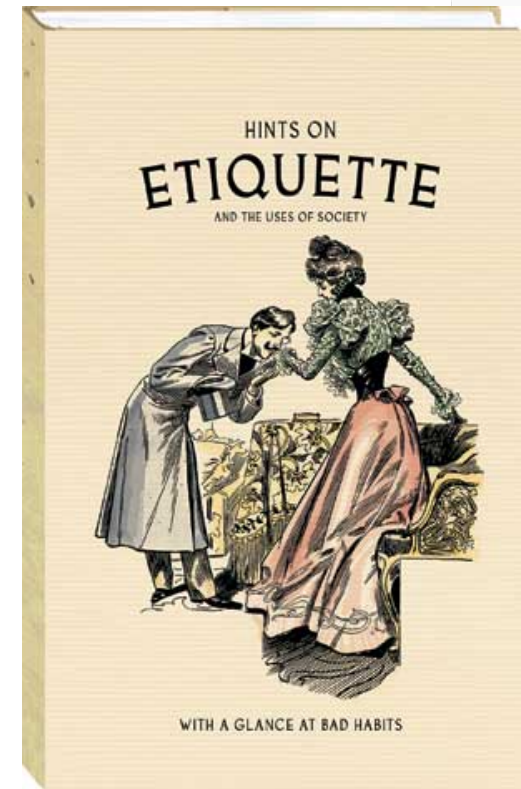
Health and safety organisation



Healthy workplace etiquette

It's not just about health and safety at work....

Why do things sometimes go wrong?



How can we achieve a healthy workplace etiquette?

- **From workplace bullying to a healthy workplace etiquette**
- **Procedures and guidelines for a healthy workplace etiquette**
- **Clear expectations from management**
- **Supporting initiatives in departments**
- **Training feedback + guidelines for feedback**
- **Promoting good examples**

Rules for professional cooperation

- **We believe that we are all skilled, thoughtful and conscientious, and have our heart in the right place.**
- **We have clear expectations to one another as professional colleagues.**
- **We focus on the message and not on the messenger.**
- **We talk WITH one another and not ABOUT one another. If we talk about one another, we do it in a way that the person referred to would be happy to listen in on.**
- **We expect everyone to contribute actively to creating good, professional relations.**

Provocative questions

- 1. Should there be less strict rules for the best employees with regard to how they address others... for example, as is the case in some professional football teams?**
- 2. Won't it all get a bit grey and boring if we all have to behave properly all the time?**
- 3. Don't we all need to be allowed to vent about our boss or colleagues every now and then?**

Tone of communication - under a green umbrella



What have we achieved?

- **Dealing with bullying is an organisational matter and not simply at matter between the "victim" and the "offender"**
- **A shared platform when addressing the tone of communication and mutual respect**
- **From bullying to good behaviour – from the problem to the dream scenario**
- **A culture change**

Our greatest challenge

**Change a culture
that has been dominant
for several centuries....**