



Confederation of Indian Industry



Safety Exhibition & Symposium

Management of Change in New Normal

CII Virtual Platform

Safety Symposium
10-11 September 2020

Exhibition Inauguration
10 September 2020

Topics of Discussions

Day I: 10 September 2020

1000 – 1100 hrs Inaugural Session

Theme: Management of Change in New Normal

1100 – 1130 hrs SHE Awards Distribution

1130 – 1230 hrs Leadership in Business Continuity Management, Part I

1230 – 1400 hrs Networking & Visit of Exhibition

Session I: 1400 – 1530 hrs: Leadership in Business Continuity Management, Part II

Businesses are paying close attention in the current pandemic situation which has hit the world hard. This issue has changed the way of having the emergency preparedness and it is now becoming more towards business continuity management for the leaders.

The current pandemic would bring in major changes in the way of functioning in any organization, no matter how big or small. Adoption of Management of Change would force organizational leaders to take a step back, analyze proposed changes and evaluate all the potential risks. The process allows them to develop a systematic plan on how to prepare the organization to reduce or prevent those hazards. The leadership of the organization must implement the change, knowing all the risks in advance and how it might impact the workers. The goal of responsible leadership must be to help employees smoothly glide through the painful process of change without endangering them.

In this session there would be deliberations on how the leadership looks at the management of change to overcome the current pandemic situation.

Session II: 1530 – 1700 hrs: Challenges of Management of Change in Mining & Construction Industry

Mining is turning into a complex high-tech industry. New technologies are taking over a lot of the labour intensive work and improved safety. Management of Change is one of the most discussed topic in mining industry. The change in technology that has taken place during the last 10 years is more than the changes that took place over the last 100 years. Due to pandemic this acceleration will be steeper in the days to come.

Both mining and construction managers and workers need a high level of alertness to keep themselves and their machines and infrastructure safe. Each new technology represents a change in the operation and requires



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proper management of change strategies. Effective management of change can help identify and eliminate hazards, enhance equipment performance and improve productivity. The construction sector is also facing the similar change.

Over the last few years we have seen successful implementation of new technologies in mining, like Continuous Miner, Longwall, Coal Bed Methane etc. These changes will reduce some of our existing hazards but will bring some new hazards with it. This is a real challenge for Mining Industry giving its operation in remote areas and working with many relatively unskilled workers. The leaders in Mining Industry have an uphill task to tackle these challenges. As India focuses on building infrastructure, the construction industry is also facing greater challenges and has to engage in pioneering projects in remote and inaccessible areas. These challenges would require a different level of expertise and focus on safety.

This session would focus on the challenges facing these sectors and how best can safe operations be ensured.

End of Day I



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Day 2: 11 September 2020

Session IV: 1000 – 1100 hrs: Behavioural Safety in the New Era

One of the biggest challenges any organisation faces is that the employees tend to skip the safety regulations in spite of the best efforts of the leadership. This behavioural aspect can play havoc during the pandemic and post the lockdown. It would be critical for any employee to follow any safety regulation being setup. This needs a clear mandate of having a Behaviour Based Safety (BBS) system.

Implementing the BBS would help in developing strategies to help the workers engage in safe behaviors more consistently. It would involve peer to peer observations, real-time feedback and recognition for improvement. It has been observed that when BBS is implemented properly, it can be very effective and improve safety standards of an organisation. The leaders also need to change their behavior in order to maximize safety. The leader's behavior sets the context for the employees' behavior both directly and indirectly.

In this session there would be discussions on how one employee will react and protect oneself at work in the prevailing situation due to pandemic and stay healthy, productive and vibrant.

Session V: 1100 – 1200 hrs: Fire & Electrical hazards & usage of PPE in the new normal

The current historic pandemic has renewed emphasis on critical element of company's safety culture, rather than a set of rules to be followed. During this pandemic, major fire continues to take place with loss of lives and property. As far as the leading cause for the fire is concerned, the electric defaults are regarded as the major one. The NCRB report also specifies that the number of deaths caused due to electrocution has gone up in the country.

An effective fire prevention strategy is an essential feature of fire protection. One of the priority areas for tackling the danger of fire and electrical hazards are the effective use of smart technologies for early detection. Formalized risk management is an internationally accepted process for reducing these hazards in the workplace, with defined steps including hazard scoping, risk assessment, and implementation of controls. It is expected that the deliberations in this session will offer guidance in reducing fire and electrical hazards at workplace even when the "new normal" sets in.

PPE, often confined to the back waters of safety strategies has come to the forefront after the Covid pandemic. Now, almost the entire populace has been forced to use some kind of PPE to prevent infection from the virus. It is expected that the public in general and safety practitioners in particular will be more attuned to the need for appropriate PPE as an integral part of OHS strategies. However, to be fair to the user, especially in hot tropical countries like India, it is necessary to innovate more user comfortable PPEs. The key to a more robust risk based



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approach lies in several directions like making PPE more user friendly, educating the potential user on the benefits of using the PPE and ensuring that no work is done at the workplace without appropriate PPE.

There is need for R&D and innovation in combating the fire, electrical & other hazards side by side with governance for ensuring that the workers' preferred choice is the use of right PPE. In short, we need to create 'feel good PPE' and back it up by awareness training.

Session III: 1200– 1300 hrs: Management of Change for Process Safety

The COVID-19 pandemic has transformed the world of work. Several disasters took place in industry taking heavy toll of life, health and assets due to lack of process safety. One incident can take away not only a number of lives it also brings down the brand value of the company. During the lockdown period use of highly hazardous chemicals and deployment of complex technological processes have made it essential for the industries to adopt a robust strategy to proactively deal with the impending dangers. Industries can achieve operating excellence only with management of change approach by leadership and commitment through operational discipline and strict compliance. The MOC procedure shall assure safety, health and environmental risks which are identified and controlled, both before and during implementation of changes to facilities, material, personnel and operations involving chemical processes.

1300 hrs: Programme Concludes