

APPENDIX C

Co-creation of the North Star of SCG Culture of Safety

3rd June 2024

Time	Activity	Description	Lead
13:00 – 13:05	Welcoming & I DO ART	<p>Framing of the day Welcome – Clarity about TODAY only North Star not the HOW as time is limited. I DO ART – Clarity over the purpose and WHY they are gathered – Shared Space Intention: Co-create the North Star Desired Outcome: An aligned “living” vision of the North Star. Ability to apply a couple of new tools elsewhere in the organization. Agenda: Rules: Cell Phones off, open your mind Roles: Sonja/Monica to facilitate and everyone to contribute to co-create the North Star Time: 4 hr</p>	Monica
13:05 – 13:15	Log-In	<p>Precensing – Get all participants to mentally log-in Q: Share one positive thing that happened this weekend</p>	Sonja
13:15 – 13:35	1-2-4-ALL	<p>Warm-up and energize on the outcome of the Executive Leadership Dialogue 1. Think individually 2. Pair up 2&2 and share 3. Find another duo & share – write on post-it Harvest the dialogue on post-it paste on the wall.</p>	Sonja
13:35 – 14:30	Appreciative Inquiry	<p>The SoCalGas North Star Dream of SCG culture in 5 yrs Divide into 4 groups - random Encourage to think beyond possible, be creative and crazy, no limits, everything is possible. The task is to vividly create a vision of the North Star – the dream state of SCG safety culture in 5 years. 1. 45 min to create 2. 10 min to prepare a pitch/present – 3 min per group 3. SF Team to Harvest on post-it and paste on the wall</p>	Monica
14:30 – 14:45	Break		
14:45 – 15:00	Ideation & Dialogue	<p>Unlearning – Identify and get rid of cultural traits which hamper the evolution towards the North Star characteristics. Individual ideation 4 min 1. Each person writes on post-it 1 trait/ post-it. Use semi-fine marker pen so easy to read from distance 2. Ideation outcomes in silence attach the post-it on the wall, duplicates on top of each other. 3. Facilitate a short dialogue on the results</p>	Sonja

15:00 – 15:45	Triangulation of the North Star	<p>Introduction: Time for co-creating the North Star of SCG Culture for Safety. The North Star needs to be vivid, reflect feeling and as concrete as possible.</p> <p>Set the scene: The year is 2029, SCG has been super successful with its transformation and with lots of effort is now recognized to have an outstanding healthy Safety Culture.. SCG has received several rewards and is now in the spotlight and others would like learn about the success. The largest safety conference in the world has invited SCG and four stakeholders to share the story The world is interested to know what the SCG culture looks like, what the characteristics are, what is noticeable, what the feeling in the organization is like, what are people doing, what is the change?</p> <ol style="list-style-type: none"> 1. 4 Groups to work with describing the SCG culture as concrete as possible. Avoid buzz words, use descriptive wording. The groups are describing the culture from different stakeholder perspectives. [15 min to prepare their view in each group] 2. The 4 Groups invited to share different stakeholders' views. 3. Studio-setting: Sonja/Monica are interviewing one rep. per group [15 min]. The rest of the group will be conference participants asking questions Q&A 4. SF team to write on Postit and put on the wall 	
15:45 – 15:50	Framing	<p>Stress the importance a vivid and meaningful descriptive narrative of the North Star/desired state which anchor activities and creates alignment.</p> <p>Wikipedia <i>"Imagine a world in which every single person is given free access to the sum of all human knowledge"</i></p> <p><i>"We provide world class..." "The number one of ... in the world"</i></p> <p>Generic statements does not provide enough direction and feel for the meaning of the words. The narratives needs to anchor the culture.</p>	
15:50 – 16:50	Consolidation and Co-Creation of the North Star	<p>Three Groups to Co-create the North Star narrative based on the inputs from todays process and harvesting</p> <ol style="list-style-type: none"> 1. All to stand up by the wall of harvested information and review. Also read the SCG and Sempra values/aspirations. 2. Each group presents by standing by their Flipchart write/formulate the North Star description, picture/images are also welcome 3. Consolidate the work into one version and put on the wall 	

		Potentially the SF Team will need to outline and finalize.	
16:50 – 17:00	Log-out	Pre-censing to capture peoples experiences and close the session. Q: What feeling does collaboration like today evokes in you?	
		End of session	

A large paper on the wall to put stickies on:

Executive Dialogue outcomes:	Characteristics of a Dream Culture:	Traits to leave behind:	SCG Culture 2029:	North Star describing phrase with semantics:

Co-creation of the Safety Culture Improvement Plan

Part 2

2 July 2024

Agenda

Time	Activity	Description	Lead
13:00 –	Welcoming & I DO ART	Agenda for the day	
	Log-in	Presencing	
	Miro Board Refresh	Short refresh of what has been created since last time.	
	Overarching cultural theming	Three Small Groups: Co-Creating the overarching themes	
	Break		
	Sharing and dialogue	Sharing of group outcomes 5 min per group	
	Consolidation	Consolidation of the overarching themes and dialogue	
	Cultural levels	Connection of the overarching themes and the cultural levels	
– 16:30	Log-out	Presencing	
		End of session	



Co-creation of the Safety Culture Improvement Plan
Part 3
11 July, 2024
Agenda

Time	Activity	Description	Lead
13:00 –	Welcoming & I DO ART	Agenda for the session	Monica
	Log-in	Presencing	Monica
	From culture to action	Dialogue about the cultural basis	Sonja/Monica
	Reflecting Teams	Reflection on how the cultural basis relates to the North Star	Monica/Sonja
	Group work step 1	Identifying the most important cultural elements/behaviours for reaching the North Star	Sonja/Monica
	Group work step 2	Identifying the most important improvement activities by divergent and convergent thinking	Monica/Sonja
	Break		
	Sharing outcomes	Groups to share their proposals for improvements	Sonja
	Large group consolidation	Consolidation of the improvement activities and into on-going activities	Monica/Sonja
	Workstations	Co-creation of new cultural activities and modification of on-going activities to incorporate cultural elements	Monica/Sonja
	Cross-checking	Does this align with our North Star? Does it meet CPUC Requirements?	Sonja/Monica
	Reflection	Short moment to reflect on outcomes and process	Monica
– 17.00	Log-out	Presencing	Monica
		End of session	

