PERFORMANCE BENCHMARKS TOOLSET

CLOSE PERFORMANCE GAPS &
BENCHMARK SAFETY BEST PRACTICES
SafePath software is a suite of interactive Safety Management System (SMS) applications that supplies expertise to support world-class safety and health management practices. The SafePath application suite works as individual stand alone applications and as an integrated toolset that supports benchmarking, creation of world-class safety management systems and the day-to-day safety management practices.

**Figure 1** shows the the application suite — the three Safepath software products. The “Benchmarks” are provided in the Performance Benchmark toolset which identifies gaps and performance improvement opportunities. The “Master Control Plan” is the Control Plan product that defines and houses policies, procedures and safety-related information by embedding content and information or linking to other data systems. The “Leading Indicators” make up our Performance Dashboard product which presents visual performance data to help you manage proactively.

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**Figure 1. SafePath Application Suite**

SafePath Software is the distillation of the safety performance expertise of CoreAdvantage’s consulting practice encapsulated in simple, affordable software tools. Used as a set of decision support tools, they enable front-line managers and safety and health professionals to capture, organize and deploy workplace safety knowledge within the context of their organization’s business processes.

It is important to understand — **SafePath Software is a performance management system**, not a data processing or safety information/incident tracking system. Should you require database management for recordkeeping, hazard tracking, training, etc., we can discuss these or any other safety needs with you.
The Performance Benchmark toolset is a pair of applications used in tandem to score performance in a benchmark index. Results are used to identify and prioritize performance gaps needing improvement. Scores are presented as visual data with performance thresholds shown in Red/Yellow/Green performance indicators.

Our benchmarks focus on best practices in performance-based safety management. The first tool, a scoring instrument, is written in MSEXCEL that takes scores for progress, quality and capability of performing each best practice in the SMS. The second tool is a dashboard rendering engine. Benchmark scores are imported and are rendered graphically in gauges, sliding scales, single-value-readouts, charts and other presentation components (see Figure 2).

Over 200 best practices and capability levels are scored for progress (not started, in progress, completed), quality (below/meets/exceeds expectations or best practice) and capability – five distinct capability levels to evaluate process execution and performance outcomes.

Gaps and opportunities for improvement are easily identified supporting safety improvement initiatives.

Dashboard rendering engine is an intuitive, standalone Windows application designed to create engaging, interactive visual analytics from ordinary Excel spreadsheets.

It is tightly integrated with Microsoft Office products and requires no programming. It uses a simple point-and-click interface to import Excel data and formulas, and outputs interactive Excel analytics, charts and graphs directly to PowerPoint, PDF documents, and the web dashboards.

Figure 2. Scoring Index & Interactive Dashboard

We offer 3 different Benchmark Models to choose from.

- OSHA VPP
- ANSI Z10
- SafePath SMS

The OSHA VPP and ANSI Z10 tools contain benchmarks for each of the sub-elements defined in their respective models. The SafePath SMS tool is a hybrid of the VPP and ANSI Z10 models. It combines the best practices from each model. If your organization uses a proprietary SMS framework, we will happily customize the toolset to your in-house safety management system.
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HOW DOES IT WORK?

Depending on which safety management system framework you wish to benchmark — VPP, ANSI Z10, SafePath SMS or your own internal reference model, first you use the scoring instrument to rate your site on its progress, quality and capability to perform each of the best practices in the model. Built-in guidance leads you through the benchmarking process. You score your site’s performance on over 200 different benchmarks using the performance index spreadsheet. After you have recorded your performance, the point and click rendering engine produces an interactive Performance Benchmark dashboard to web, powerpoint or PDF.

Your “AS IS” baseline snapshot is displayed in your dashboard in a red/yellow/green performance scorecard of easily identifiable gaps and safety processes that need improvement. By periodically re-benchmarking you can measure your status in closing performance gaps and addressing underperforming practices.

Point-and-Click Ease. Includes an intuitive interface with pre-built components, skins and charts to make it easy for non-technical users to render fully-interactive visual performance analytics.

Stunning Presentation. Custom graphics and interactivity allow you to present compelling, yet easy-to-understand performance results and business presentations.

Visual Modeling. Sliders, gauges, filters, numerical input tools and other visual components allow you to quickly review performance scenarios with the click of a mouse.

Dynamic Dashboards. Easily communicate your results with one-click export of your interactive dashboard into PowerPoint slides, HTML, and Adobe PDF.

HOW ARE PEOPLE USING IT?

Assess their current state of workplace performance systems and benchmark against desired performance goals

For each best practice they seek to adopt, they review best practice benchmarks and decide if they are applicable for their site. If not, they edit the index by making changes, additions or deletions. This becomes their “Gold Standard” against which performance is measured.

Sites create a list of easily identifiable gaps and safety processes that need to be improved. They also use the scores to prioritize and create goals for performance improvement.

By re-benchmarking and comparing results to their baseline scores sites demonstrate their progress and improvements.

Several sites use the performance benchmarks to gauge stakeholder alignment as an aspect of measuring their safety culture. They conduct an “Alignment Survey” by using either a team of internal experts or by separately asking stakeholder groups (management, craft, union, hourly, subcontractors, etc.) to score the site’s “AS IS” state. They display results in a radar chart that presents gaps in alignment between their stakeholder groups.
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Benchmarking can be done periodically, i.e., quarterly or annually, to show improvement in best practices application (red becomes yellow or green) or to alert performance degradation (green becomes yellow or red).

Based on the gaps revealed by the Alignment Survey (stakeholder perception gap) and the Best Practices Benchmarks (performance gap), you can now select the types of leading indicators or metrics needed to drive improvements.

Initial gap dashboards identify and set performance outcome goals and quarterly performance reviews.

Information (because it is represented graphically via dashboards) spawns analysis. Analysis sparks insight. These insights then drive action plans to improve and aligns performers to take action, allocate resources and to execute. Continuous improvement comes when new mental models of safety excellence are adopted across stakeholder groups.

Because dashboards present data graphically they eliminate writing long findings reports or conducting PowerPoint death march presentations.

Data visualization helps managers and the workforce immediately make the connection with “How we do it here”.

Provide a means for continuous improvement of site safety performance

Effectively and efficiently gather the data needed to drive continuous improvement

Facilitate information sharing

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CLIENT SAMPLER

TECH SPECS | CUSTOMER SUPPORT

Minimum Recommended Hardware
PC with Pentium 3 or equivalent processor
128MB of RAM
Operating System:
Windows 2000 or Windows XP
Microsoft Office
Office 2000, Office XP, or Office 2003

Telephone and email support.
M-F, 9AM-8PM CST.
Training is ongoing and tailored to the performance strategy of each client.

WHAT’S MY BOTTOM LINE?

TOOLSET COSTS $2195.00
TRAINING TAKES 30 MINUTES

OTHER SAFEPATH TOOLS

http://www.safepathsoftware.com/products.html

PERFORMANCE DASHBOARDS

CONTROL PLANS

http://www.safepathsoftware.com/products.html

Site Incident Rates & OSHA Compliance
Managerial Leadership & Employee Development
Workforce Analysis
Hazard Prevention & Control
Safety & Health Training

References & Resources

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