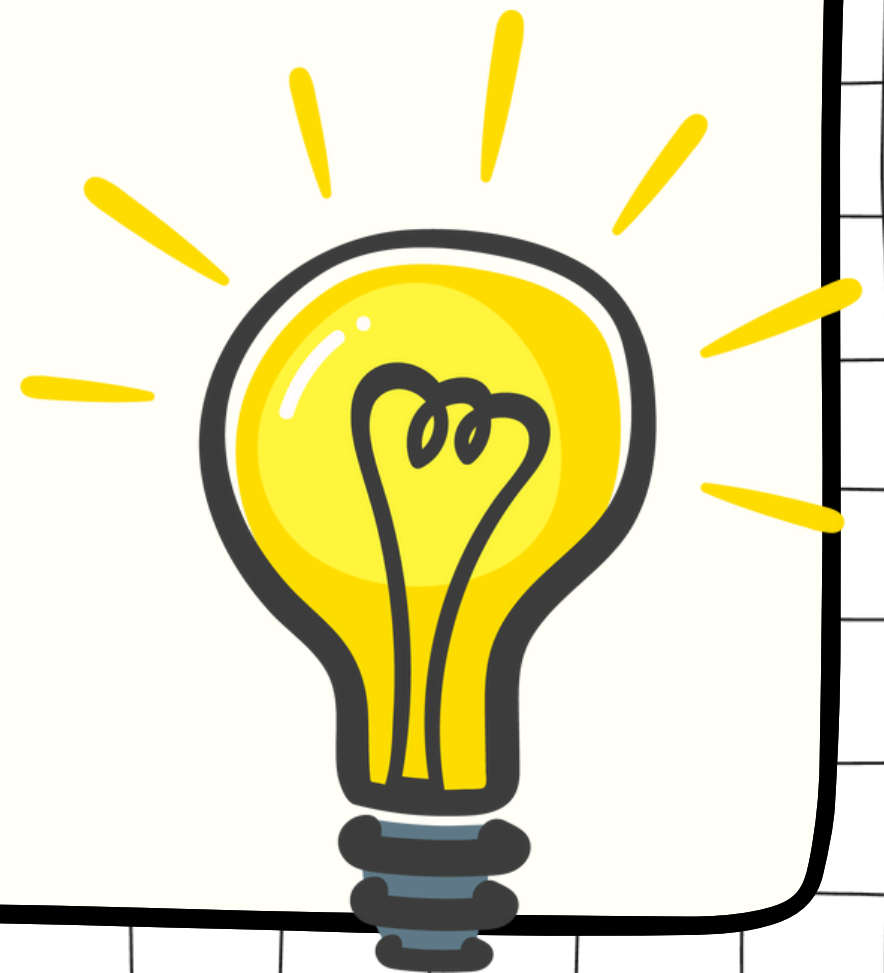




ESTABLISHING A JUST, LEARNING CULTURE

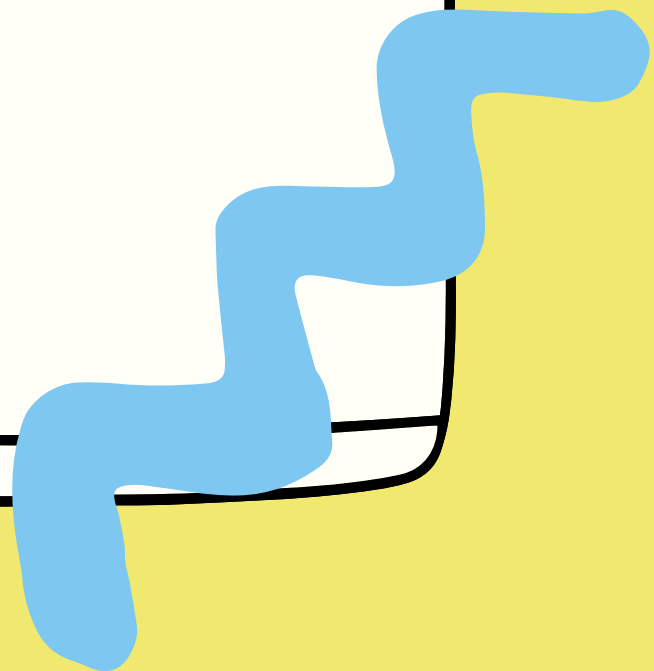
Romany Manriquez





What is a Just Culture?

A just culture is like a cozy community where everyone feels safe to share mistakes and learn from them. It's all about creating an environment where we grow together .





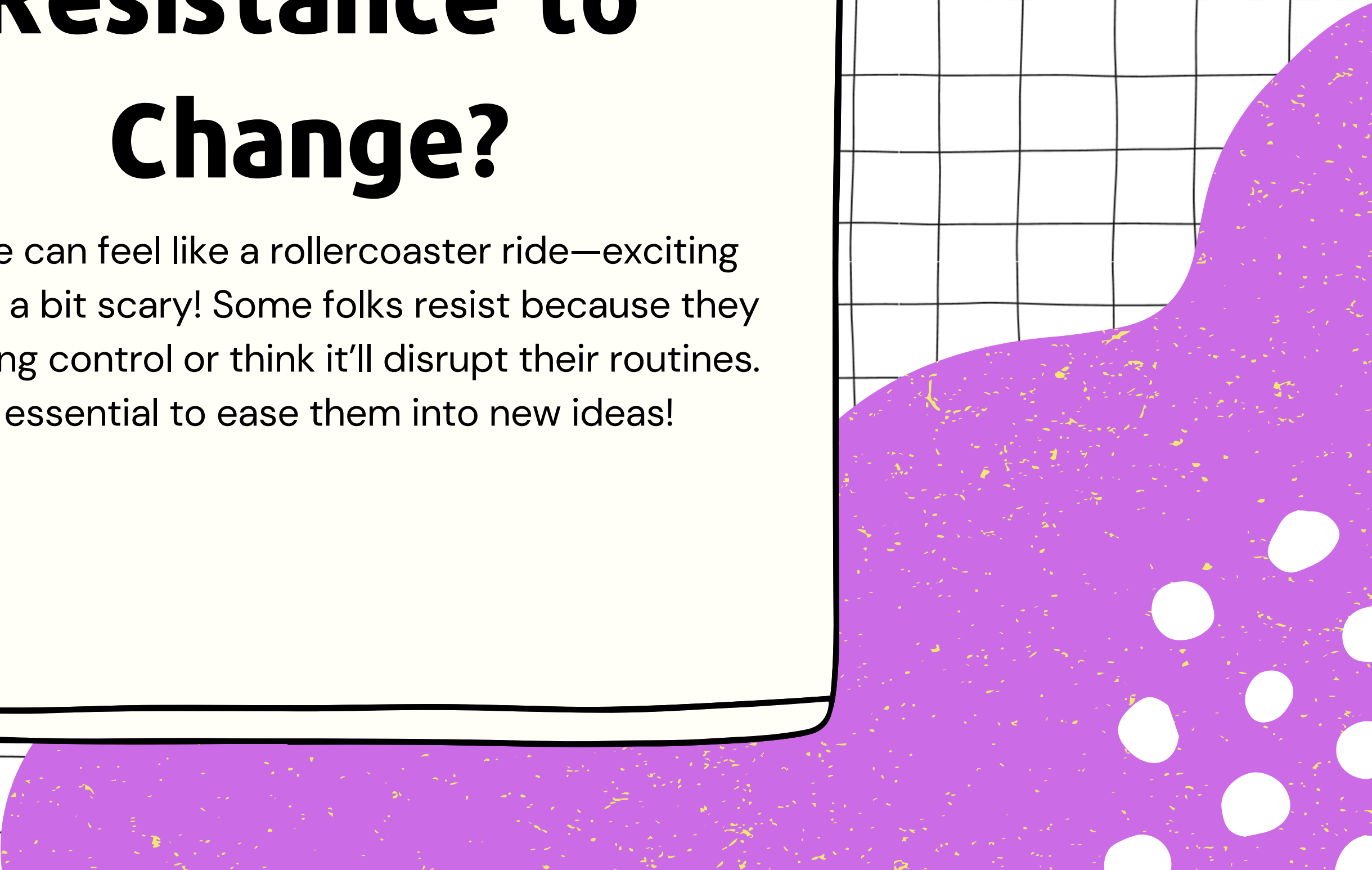
Why it matters?

A just culture encourages honesty, innovation, and teamwork! When people feel safe to speak up, we can improve processes and make our work environment so much better!



Resistance to Change?

Change can feel like a rollercoaster ride—exciting but also a bit scary! Some folks resist because they fear losing control or think it'll disrupt their routines. It's essential to ease them into new ideas!





Lack of Leadership Commitment

Leaders set the tone! If they don't embrace a just culture, it's tough for others to follow. It's like trying to dance without music! Leaders need to model the values they want to see.



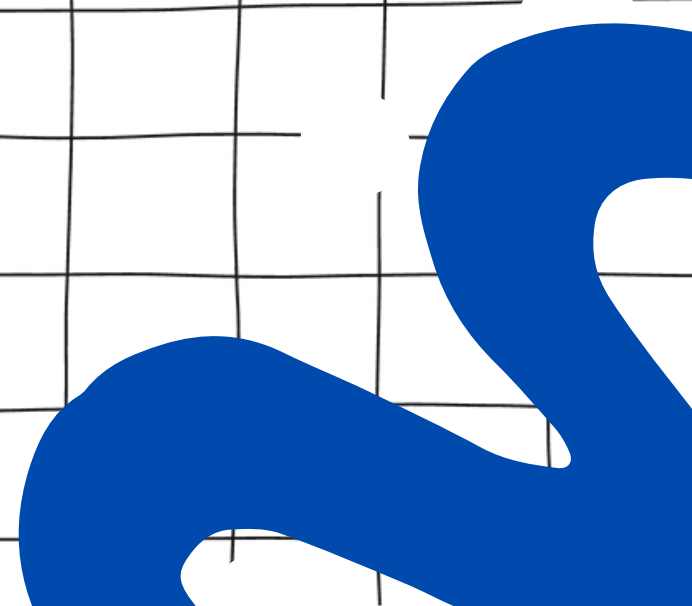
Insufficient Training

Think of training like a superhero's toolkit. Without the right tools, it's hard to save the day! Employees need proper training to understand and implement a just culture effectively.

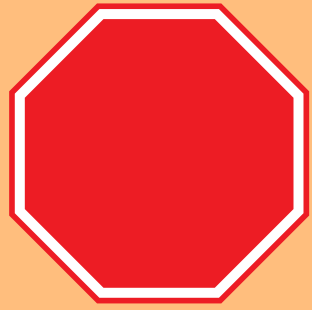


Miscommunication and Lack of Trust

Communication is the glue that holds a team together! Without it, misunderstandings can create cracks. Building trust takes time, but it's essential for a supportive atmosphere.



Barriers to Implementing a Just Culture



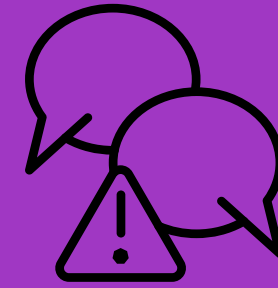
Resistance to Change
Many employees feel uneasy about changing established routines.



Lack of Leadership Commitment
Leaders must model accountability to inspire others.



Insufficient Training
Proper training is essential for understanding just culture principles.



Miscommunication and Lack of Trust
Open dialogue is crucial for trust.

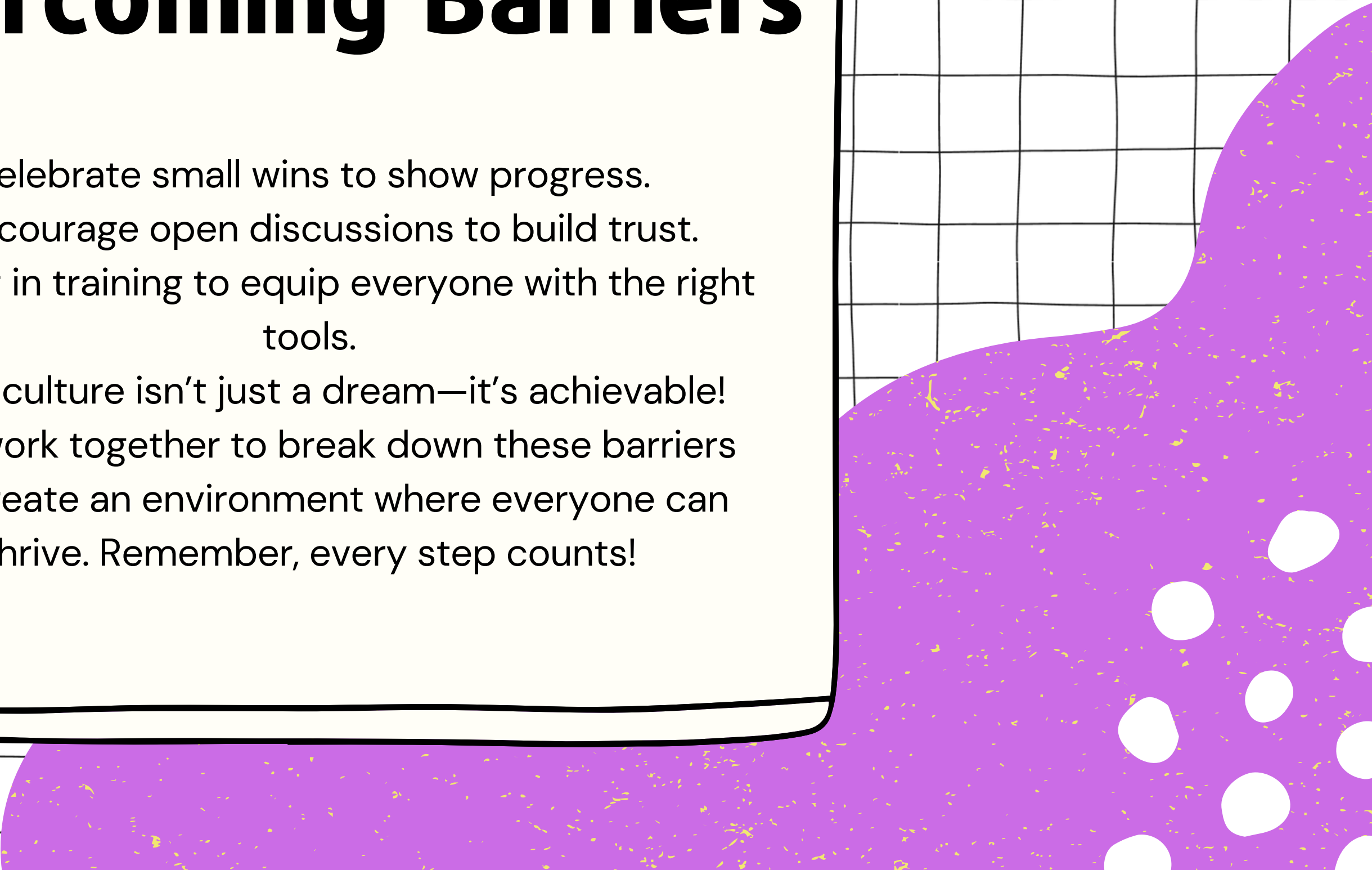


Overcoming Barriers

Celebrate small wins to show progress.

- Encourage open discussions to build trust.
- Invest in training to equip everyone with the right tools.

A just culture isn't just a dream—it's achievable!
Let's work together to break down these barriers
and create an environment where everyone can
thrive. Remember, every step counts!





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