

Global HSE SPHERE

The Global HSE SPHERE is a structured method and approach to:

Strategize:- Strategize HSE themes and strategies by following a reactive and proactive approach to initiate strategic initiatives;

Prioritize:- Prioritize its programs and projects by identifying and selecting a set of strategic initiatives for dedicated focus;

Harmonize:- Harmonize HSE by developing, standardizing and horizontally deploying standard and common policies and guidelines;

Engage:- Engage management and people by informing, involving and building its commitment;

Review and Recognize:- Review the overall status of initiatives, planned metrics and annually recognize team performance with a formal awards and recognition program; and

Endorse:- Endorse HSE learning & development by identifying key projects, sharing the findings and learning with all participants.

Steps	Objectives	Benefits
Strategize		
1 Themes & Initiatives	Follow a reactive and proactive approach to initiate strategic initiatives	360 degree approach to improvement and sustainability
Prioritize		
2 Programs & Projects	Identify, select set of strategic initiatives for dedicated focus	Focus effort and energy on critical / severe initiatives
Harmonize		
3 Policies & Guidelines	Develop, standardize and horizontally deploy standard and common policies and guidelines	Ensure uniformity and productivity
Engage		
4 Management & People	Involve, inform and build commitment from management and people	Ensure commitment and accountability
Review & Recognize		
5 Performance & Teams	Review the overall status of all initiatives, planned metrics and team performance	Monitor, measure and motivate performance
Endorse		
Steps	Objectives	Benefits

