



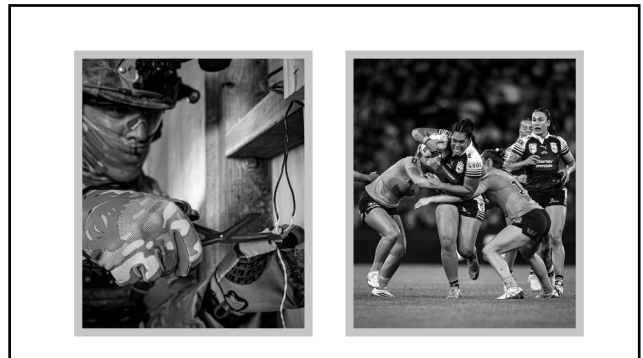
MINE ELECTRICAL SAFETY QLD 2026 CONFERENCE

TEAM(ING) FOR SAFETY

WHAT ELITE SPORT AND DEFENCE CAN TEACH US ABOUT SAFER WORKPLACES

DR. JO LUKINS

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Leadership Commitment
Engagement & Involvement
Risk Management

3



Commitment
Leadership
Staffing & Resources

Values & Systems
Decision Making & Problem Solving
Risk Management & Compliance

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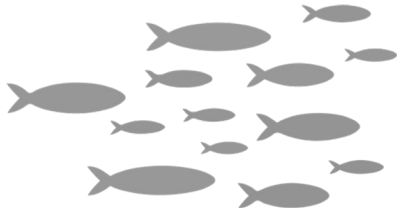
Leadership Commitment	Engagement and Involvement
Values & Systems	Decision Making & Problem Solving
Staffing & Resources	Risk Management & Compliance



Mike Parent
 Workplace Safety North Conference, 2025

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Culture is the sea we swim in

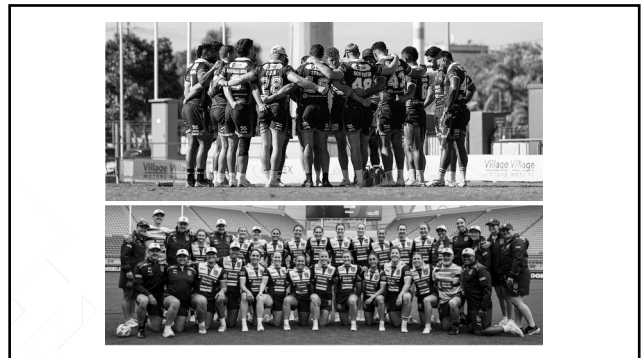


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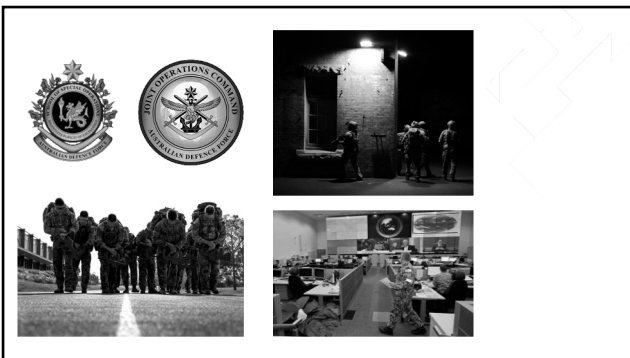
Culture shapes performance under pressure

- Determining whether people speak up or stay silent.
- Enabling learning, or preventing it.
- Influencing how teams respond when pressure hits.
- Is a key driver of operational effectiveness.

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93% of Qld Miners say their team supports safe work BUT the barrier to reporting near misses and hazards is fear of punishment & job security.

Norms and accountability structures across different employment sources.

Demands on supervisors

Senior leader visibility

Commissioner for Resources Safety and Health (2024). Queensland Mining Industry Safety Reporting Survey. RSHQ.


Underhill, E. & Quinlan, M. (2024). Contract labour in mining and occupational health and safety. The Economic and Labour Relations Review. Cambridge University Press

Crassy, T., Turner, N., Hu, K., & Bancroft, K. (2020). Shaping Frontline Practices: A Scoping Review of Human Factors Implicated in Electrical Safety Incidents. JCU/ Griffith University. Published in Safety Science.


Commissioner for Resources Safety and Health (2024). The State of Safety Reporting Culture in Queensland's Mining Industry - Commissioner's Overview.

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3 Enablers of Teaming



Situational Humility



Speak Up Climate



Performance Mindset

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Situational Humility



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Situational Humility



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Situational Humility

Admitting we don't have all the answers creates permission for others to contribute

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Speak up climate

The ability to speak up, ask questions, and challenge assumptions without fear.

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COMPETE
 ENJOY & BE GRATEFUL
 FAMILY
 HONESTY



19



GOD FIRST
 COMPETE ENJOY & BE GRATEFUL FAMILY HONESTY

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ORCHID VALUES
 PUTIM GOD I GO PAS
God First

			
Yumi Femili <i>We are family</i>	Hamamas <i>Gratitude with Joy</i>	Tok Tru <i>We speak our truth</i>	Compete <i>Nogat les meri</i>

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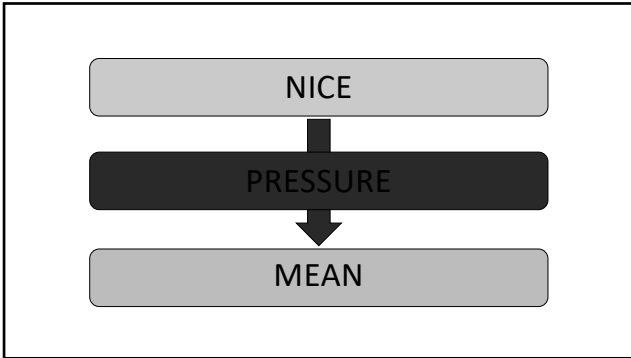
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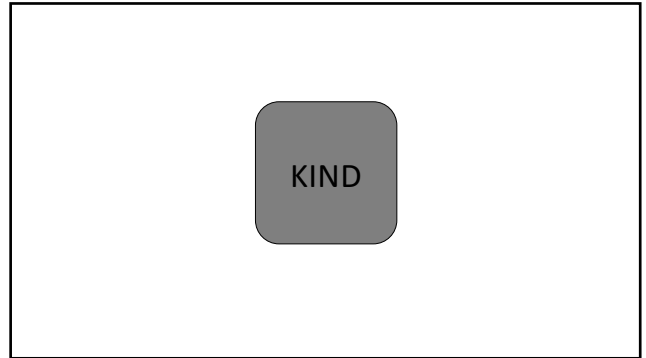
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NICE KIND MEAN

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Kindness does **not** require agreement
Must be clear and respectful communication

A black and white photograph of a person wearing a headgear, possibly a cyclist or athlete, looking towards the right. The photo is partially obscured by a dark overlay on the right side.

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~~—Speak up climate—~~
Psychological Safety

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Performance Mindset

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“If you could ask one question about this, what would it be?”

“What do you think would happen if we reversed our usual process?”

“What’s something about this situation that we haven’t noticed yet?”

“How might things change if we tried a different approach?”

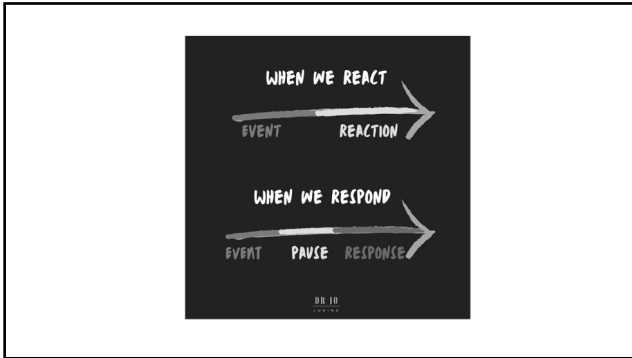
“What are we missing here?”

“What’s another way to look at this problem?”

“I wonder what would happen if...”

“Have you ever thought about why...?”

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The image shows the cover of the book 'THE ELITE' by Dr Jo Lukins. The cover text includes '10 THINGS THE ELITE DO DIFFERENTLY', 'THE ELITE', 'THINK LIKE AN ATHLETE SUCCEED LIKE A CHAMPION', 'Dr Jo Lukins', and 'FOREWORD BY JOHNATHAN THURSTON'. To the right of the book cover is a QR code and a LinkedIn logo with the text 'Dr Jo Lukins'.

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