



BOARD OF
COMMISSIONERS
MEETING

HPI MINUTE

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HPI Philosophy & Principles

Through continual learning, we constantly improve the defenses that protect us from the errors all of us can make

1

We all make errors – it's a matter of when, not if

2

These errors follow a recurring pattern, and are predictable and manageable

3

Curiosity drives us to examine our practices and learn from our errors

4

As employees, we are the solution, not the problem

5

Excellence is not the absence of failure, but the presence of process and defenses

Core HPI Concepts

Questioning Attitude

Errors

Defenses

Critical Steps

Drift

CAUSAL ANALYSIS

- Is a proven District process to review events and near misses to develop defenses
- Brings experts together to find improvements in a non-judgmental forum
- Is based on the five HPI Principals

CAUSAL ANALYSIS

- Acknowledges that we all make mistakes
- Assumes errors are recurring, predictable, and manageable
- Strives to learn from our errors
- Hinges on employees being the solution not the problem
- Strives for excellence through improved defenses

CAUSAL ANALYSIS

- Brings together subject matter experts
- Determines what caused the event
- Looks for extent of condition (where else is this a problem)
- Determines corrective actions to prevent reoccurrence
- Creates or improves existing internal controls

INPUT =

A rectangular box with a thick black border and a white inner border, containing the text "Event or Near Miss" in white. The box is positioned on the right side of the image.

Event or Near Miss

OUTPUT =

A rectangular box with a thick black border and a white inner border, containing the text "Internal Controls" in white. The box is positioned on the right side of the image.

Internal Controls

GOAL =

Just Culture and
Preventing
Reoccurrence

THANK YOU

Questions?

Glen Pruitt

Reliability Compliance Manager