

Establishing a Blame-Free Workplace

_____ have met extensively on implementing quality management processes. From these meetings, we have committed to establishing – and living – a blame-free workplace. Feeling safe and focusing on the processes, rather than blaming people, will make for a more efficient, effective, happier and healthier work place. All of these things will bring success for both the company and the staff personally.

Blame is our enemy and will cause us to be less than we could be. A blame-free workplace promotes innovation by eliminating fear and encouraging open discussions of the challenges and issues we face as we grow. Fear KILLS innovation. We will grow and growth will require innovation. Blame must be banished, except for blaming a process. Once a process shortcoming is identified, improvement and prevention must be our focus.

We are formally establishing a blame-free work place on Date_____.

All employees are asked to put this commitment into action.

The steps we are committing to are:

- Pointing out blame and helping to eliminate it in the future
- Accepting assistance and feedback on this from any and all employees
- Identifying process improvements. No one is better able to identify these types of improvements than the person who first recognizes them
- Expecting this to be a continuing process – no one is perfect day one

I commit to this change and surrender to each of you to help me by pointing out times when I blame a person rather than a process. I thank you for your commitment to help me become all I can be.

Signed: _____ Date: _____

