

John Tucker

MD, Advanced Risk Management Solutions

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Summary

Expert in the design and implementation of behaviour based safety programmes. A proven career record of assisting high performing organisations achieve their true potential for EHS excellence. Specialties: Behavioural Science, Performance Management, Safety Coaching and Safety Leadership.

Experience

Managing Director at Advanced Risk Management Solutions Ltd

January 2005 - Present (10 years 7 months)

Specialising in behaviour based solutions to workplace risk.

10 recommendations available upon request

Senior Consultant at Quo Behavioural Systems Ltd

September 2000 - January 2005 (4 years 5 months)

Specialising in Performance Management techniques to optimise productivity, quality and safety

Senior Consultant at The Key Consultancy

January 1997 - September 2000 (3 years 9 months)

EHS consulting and training provision to a wide range of industry. NEBOSH Diploma tutor.

Senior Scientist at Atomic Weapons Establishment (AWE) plc

December 1992 - January 1997 (4 years 2 months)

Providing a range of Occupational Health services to the organisation, based at Aldermaston

Honors and Awards

Sword of honour - Alstom Power

British Safety Council

November 2011

Pembroke CCGT, the UK's largest combined cycle plant reached a score of 98.6% during an audit that was performed by the BSC in June 2011. ARMS Ltd were instrumental in assisting this major construction project and the implementation of a comprehensive behaviour based approach and safety coaching programme.

Publications

Safe Behaviour As A Function Of Consequences - B:f(C)

Society of Petroleum Engineers (SPE) November 3, 2008

Authors: John Tucker

When seeking to achieve excellence in HS&E performance it is crucial to understand the nature of human behaviour and what drives our behavioural choices. There are many influences over behaviour but none quite as significant as our expectation of what the consequences of our actions will be for us as individuals and our teams. Behaviour is mainly a function of such consequences (B:f(C)) and understanding this means that we are able to significantly influence people's choice of behaviour when it comes to risk taking. HS&E excellence in high performing safety cultures requires a thorough appreciation of this simple fact in order to sustain continuous improvement and provide the opportunity for zero accidents.

Developing high performing cultures by changing the way people behave

IOSH InterConstruct 09 May 19, 2009

Authors: John Tucker, Ruth Powell

Black & Veatch is a global engineering, consulting and construction company that is proud of its health and safety record. Black & Veatch set a target of achieving zero incidents and injuries across all of its business operations in 2002, but Black & Veatch subsequently found that its health and safety performance had reached a plateau. The company already had a robust safety management system, a trained and competent workforce and an in-house team of safety professionals but, in order to achieve the desired step-change in performance, something different was required. Advanced Risk Management Solutions Ltd had been selected to assist the leadership team with the development of a bespoke behavioural safety scheme that would meet the specific needs of the business.

Skills & Expertise

Performance Management

Coaching

Performance Improvement

Leadership Development

Safety Management

Occupational Health

Change Management

Executive Coaching

Management Consulting

Organizational Development

Team Building

Culture Change

Safety Management Systems

Risk Management

Environmental Management Systems

Behavioural Change

Process Improvement

Risk Assessment

Training

Management

Accident Investigation
Business Strategy
Quality Management
Training Delivery
EHS
Industrial Safety
Behavior Based Safety
Workplace Safety
Personal Development
ISO 14001
Fire Safety
Environmental Auditing
Business Process Improvement
Employee Training
Construction Safety
Management Development
Workshop Facilitation
Policy
Auditing
Strategy
HAZOP
Waste Management
Iso 9000
Leadership
Energy
Formation

Education

Coventry University

BSc (hons), Applied Physics, 1988 - 1992

Stantonbury Campus

1982 - 1988

Honors and Awards

Railway Industry Safety Innovation Award, Atkins, 2011 Rail Business Award, Atkins, 2011 Chris Jopling Award for Risk Management Innovation, B&V, 2010

Interests

Human Factors, Behavioural Science, Family, Skiing, Southern France, Tuscany

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10 people have recommended John

"I had the pleasure to work alongside John and his team in delivering a major behaviour based programme for a large utilities organisation. The team were certainly at the forefront of their thinking in achieving a step change for the business and provided a professional and proactive support basis from which success could be built. I would recommend John and his team to anyone wishing to re-invent their H &S Strategy."

— **Andrew Pestana**, was John's client

"Have worked with John and ARMS for over ten years and have experienced positive and tangible improvements with respect to behavioural safety programmes and culture within the organisations ARMS and I have worked with. The approach is practical and focused on the needs of the companies and not an off the shelf programme. John strives and succeeds to evolve and develop programmes that fit the business with positive results. His team are experts in their field and also fully engage the audience during the sessions. "

— **Phillipa Recchia**, was John's client

"We (Coca Cola Enterprises) have worked with John and his team at ARMS extensively over the past few years to deliver what is now, a well known and respected Safety Culture within our organisation. John has an infectious enthusiasm and level of energy which is difficult to find. This in turn naturally drives levels of engagement when delivering training programmes, or indeed shaping strategic plans with Senior Leaders and Directors. An absolute pleasure and breath of fresh air to work with. Highly recommended and happy to discuss experiences in more detail."

— **Steff Williams - (TechIOSH)**, was John's client

"I was delighted to have appointed to John to support the roll-out of our Safety Improvement Programme, he was facing some stiff competition but he was best able to demonstrate a cultural fit with Amey and I immediately felt comfortable working with him. His professional advice and detailed, technical support have been invaluable and he has impressed everyone that he has dealt with. He is equally comfortable working with people at all levels in the organisation, from front line operative to CEO, his personal style makes working with him a real pleasure. Very highly recommended!"

— **Gary Carvell**, was John's client

"We have had a long relationship with ARMS Ltd, John and the team are very professional and have significant experience and knowledge of implementing behavioural based safety schemes. I have found ARMS different to other organisations in its approach, for example from the beginning John was interested in understanding our business and most importantly understanding our people. From their established knowledge base the ARMS team was able to steer us and ensure that we implemented a successful behavioural scheme (called BOSS) that fits us well and is grounded in behavioural science. ARMS is very easy to work with, John is truly interested and committed to making BOSS a success. Further, we would not have progressed so far and seen the results since BOSS was launched without the support and dedication of ARMS."

— **Ruth Powell**, was John's client

"I have excellent experience working with John who has brought to us a sound methodology in terms of behavioural change in EHS in Alstom Power. John is working with us on future development and his expertise he provides is invaluable. He is also a competent trainer and advisor on things related to EHS performance and behaviour. In addition John is also very personable, and easy to work with at all levels."

— **Glynn Carty MIOSH**, was John's client

"We've used John on a number of occasions to provide Safety Leadership workshops for Senior and Line Management and for a one day conference on risk taking behaviours. (Previously, I had used John to deliver a variety of safety training sessions with another employer. I was so impressed that I've continued to use John.) John responds well to challenges from delegates and always presents well considered reasoning whilst accepting other viewpoints. John is brilliant at engaging people at all levels in the organisation and his workshops achieve their desired outcome whilst still allowing delegates to have fun. Feedback is always really positive, hence why we're repeat customers. John reviewed our existing (and rather dated) behavioural audit system and made improvements which have made significant improvements to the feedback."

— **Alison Olsen**, was John's client

"John is an excellent communicator and has provided and continues to provide a superb service to Black & Veatch. He has an outstanding knowledge in behavioural science and has assisted my company in developing new and creative ideas through our BOSS programme."

— **Charles Arrowsmith**, was John's client

"John has provided me and the organisations I have worked for with an excellent services over the last five years which has included providing behavioural safety training to supervisors and managers, assistance in the development of behavioural safety programmes for construction staff and designers, development of performance measurement tools to be used as part of a supply chain incentive programme. I would rate John as an outstanding individual in both his technical knowledge and his management style."

— **Adrian Holland**, was John's client

"John and his team from ARMS Ltd have been working with Atkins since 2006, and have worked in partnership in delivery of the 'Safe by Choice' programme. From its early development, in producing the programme. To ARMS continued support of the delivery of the Safe by Choice programme elements, John's team have been fantastic in their professional approach to the delivery of SbC John continues to support the evolving nature of the SbC programme and has embraced the any enhancements we have made in developing Chapter two and three of SbC. ARMS has therefore committed to the future of the programme."

— **Steve Wiskin**, was John's client

[Contact John on LinkedIn](#)