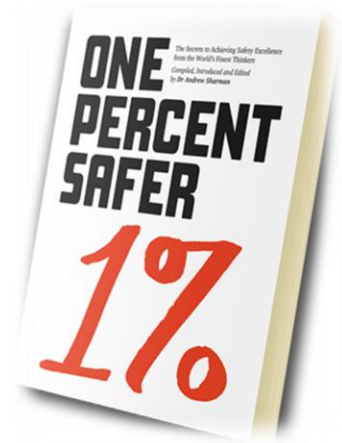




Paul Davison

CEO and Founder PPWD Consulting Ltd



Education

- MA in Leadership with the University of Exeter.
- MA in Management and Leadership with the City of Guilds.
- BSc Biochemistry Imperial College London University.

Why?

If you want to know what I have done, then please jump to the end of the bio. However, if you are intrigued and curious as to why I founded PPWD read on. There are a couple of moments that jump out to me that help define my why. Firstly, there is the moment in 2001 when the bodies of 2 comrades were repatriated to the UK. I would later carry both on their final journeys, which included a trip to South Africa and the Kruger national park. The details of the incident and those final journeys you can read and watch elsewhere. Standing in the arrivals lounge at RAF Brize Norton and seeing the families of both men walk onto the dispersal to meet the aircraft and then watch the coffins being carried off, was a powerful moment. In that moment a little atomic explosion went off in head, 'this must not happen again'. My next moment was during instructor training at the Royal Air Force College. During this intensive 6-week course to become an instructor of cadets who would graduate as officers, I had a realisation that 'I'm not mad, I'm OK'. That is, the self-awareness training and psychometric questionnaires, demonstrated that my thinking, my approach, and orientation to the world, was different to many around me. Suddenly I realised that how I viewed and sensed the world was OK, which meant I was OK. This at the age of 33 was a true awakening for me. It nudged my thinking from 'what' I was doing to 'how' I was doing it. It took me some years to work out 'why' I do what I do. So why do I do what I do? This has only occurred to me in the last few years, now in my 50s. I do what I do, because I want everyone to go home in a better condition than when they went to work. If we spend so much time at work, then the workplace ought to provide meaning and fulfilment to our lives. It ought to be a place where we both thrive and flourish and where we can be our best person, and where work-as-done is both safe and has meaning. Zero harm in the workplace, may be unachievable, yet that ought not prevent us for striving to reduce it to as low as level as is humanly possible. Zero harm ought to be both aspirational and inspirational. Zero harm goes beyond the physical to include the psychological, emotional and spiritual safety of people. So, I do what I do because I care for people. Then in caring I aspire to be kind, compassionate, helpful, and useful each and every day.

How?

There are a few parts to the how. What I personally strive for each day, and what I aspire to create inside and outside of PPWD. The questions revolve around, is what I am doing going to be effective in creating safety by people, and getting everyone home safe every day? For me as a CEO it is to be a Coach, Challenger, Creator, Captain, Commander, and Counsellor. Switching between these personas throughout the day. First and foremost it is to generate well beings within PPWD, as these make the best leaders of safety. Therefore, a holistic investment in and the creation of fair cultures sets us all up for success each day.

My aim is to invest, create and generate the best team possible. I am blessed by being amongst a team of like-minded individuals. A Sanga, as my Buddhist teaching Uncle would offer. Each has their strengths, weaknesses, and vulnerabilities, and together we make a team with a broad outlook, and one with a deep and rich skillset. That they may not realise it, each of them, in their own way, coaches, challenges and creates for us at PPWD. At times they counsel, and at other times they command and captain. We could not do what we do without them.

With the best team possible we partner with companies and employ a leader-leader approach to our training programmes. Workers are problem solvers, and we work with them to connect their daily practice to theory and a wide range of theories to their practice. We do this from the boardroom to the classroom. In so doing, with co-create safety by aligning, work-as-done with work-as-imagined and work-as-desired. The PPWD facilitator team contains a diverse group of individuals who possess rich and highly experienced backgrounds. As expert facilitators they ensure, through sticky learning methods, that the training remains with delegates long after the training intervention.

I also look to partner with like-minded organisations. Our UK and Ireland ambassador role for the One Percent Safer (OPS) foundation is extremely important. We support the OPS at all our events. Supporting Rail Safe Friendly (RSF) in the UK and reaching out to schools to help educate young people about the dangers of their local rail infrastructure is also crucial to our connection with local communities. We are signatories of the Mindful Business Charter, an organisation which is committed to establishing the management of psychosocial factors hazardous to health in the workplace. I am a regular contributor to the Ergonomist magazine of the Chartered Institute of Ergonomics and Human Factors and have presented on a range of topics at their and other conferences. Supporting their ongoing research is critical to the PPWD team staying at the forefront of best practice within our areas of expertise.

I co-Chair the Workplace Wellbeing Workgroup (WWW). The WWW is a consortium of International SOS, ISMA (UK) and the MBC. We are working towards bringing into UK legislation a set of proactive measures as part of the duty of care that employers hold. The measures are to control those psychosocial factors and hazards, that can cause workplace harm.

What?

This is the easy part. I am the CEO and Founder of the multi-award-winning organisation PPWD. A company incorporated in 2011, and co-founded with Paul White, who retired a few years ago. What else? I am a non-executive director of the British Bobsleigh and Skeleton Association (BBSA). In early 2021 I was approached to mentor the Olympic Team Leader for Bobsleigh in the

build up to the 2022 Beijing Olympics. At which the 4-man team achieved a quite incredible 6th place, with very limited funding. I then went on to help with bid support, resulting in UK Sport providing £1.9 million for the 4-year cycle to the 2026 Milan-Cortina games. This funding has since increased and been complimented with £4.8 million for skeleton. This places the BBSA board, in a very strong position to provide the governance, strategic direction and a sustainable, safe and compassionate sport for all; through 2026 and on to the 2030 and 2034 games. I view Compassionate Safety; human performance skills and elite sport as being closely aligned. They are all connected through the Mark 1 human being. That the expression of potential and performance may differ, that does not remove anything from the investment required for those humans to perform consistently at the highest levels of achievement. Winning medals and getting everyone home safe everyday have beneath them near identical human performance skillsets. It is just the manifestation of those skills that differs.

I am also the Performance and Risk Management Officer for the Central and East Region of the Royal Air Force Air Cadets. An organisation close to my heart, of which I have been associated with for over 40 years, and one which without hesitation provided me with the foundation to do what I currently do. Prior to this, it provided the skills and mindset that enabled me to get into the Royal Air Force and enjoy, for the most part, a wonderful 17-year career. This role is very similar to my day job. I support the regional headquarters in offering an alternate way to manage risk and adverse events. A shift in thinking from orders to mission management and leadership. Doing things with the volunteers as opposed to things being done to them.

From 1994 to 2011, I was a member of the Royal Air Force. In which I had 2 quite different careers. Initially a Puma helicopter pilot serving on 33 and 230 Squadrons. These tours saw me take part in many exercises throughout Europe. During this time I went on numerous operational tours to Kosovo, Northern Ireland, and Iraq. If I were to write memoirs of this time, the book would be titled - 'Fields in what I have sat'. That is I spent much time planning to do 'stuff', much time waiting to do 'stuff', and the 'stuff' itself was a small part of the overall time budget. Some of that 'stuff' was boring, most of it OK, and some of it terrifying. I have had rocks thrown at me by children in Northern Ireland, small arms fire directed at me in Kosovo, anti-aircraft fire in Iraq and targeted by Iranian air defence in the same country. At my own hands I have attempted, although not intentionally to crash on several occasions. There by the grace of God go I.

I am married to a wonderful person who has opened my eyes to a different perspective on life. Naturally empathetic, kind and caring for all of earth's creatures; through her love of animals she has shown me and alternate way of being. We share our house with Bonnie. A rescue Saluki. The Saluki is an ancient middle eastern sight hound, a desert dweller. She is our first dog, and I have an incredibly special relationship with her. By nature Bonnie is independent and wilful. I describe our relationship as an ongoing conversation. I enjoy nothing more than taking her on walks and perceiving the world through her senses. Those walks provide me with the time and space to do some of my most satisfying contemplations, thinking and problem solving. I enjoy watching any sport. Seeing humans pushing themselves to the limits of human abilities both physically, psychologically, spiritually, and emotionally is both inspirational and thought provoking. It is great research!

Thank you for reading, and I look forward to meeting you and engaging in dialogue over how we can co-create safety.