



Diane Ah-Chan

CONTACT DETAILS

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[Linkedin](#)

ABOUT ME

An innovative organisational resilience and capacity thought leader and inspirational speaker. Her mission is to create a call to action by sharing her stories and knowledge to challenge the audience to unlearn, think differently and adopt BetterWork to meet today's challenges in HSW.

SME TOPICS

- Psychosocial Risk
- Contemporary safety – what is it? HOP/Safety II/HRO/Safety differently
- Expanding from Risk adverse to Risk Capable

WEBINAR/PODS

- [HOP into Action](#) (4 episodes)

PUBLICATIONS

Chapter Six – The 4Ds for Psychosocial Risk in 4Ds for HOP and Learning Teams (Lyth, Robinson, Sutton and Bryant, 2023)

Bringing it together: Aligning HR's Strengths with HSW matters. ([Progression HR blog – Jan 2025](#))

Want to hear about contemporary safety?

SPEAKER BIO

Diane is a thought leader in organisational resilience, psychosocial risk, strategy, and contemporary safety. With a background in industrial and organisational psychology, she brings a unique mix of strategy, HR, governance, and human-centred risk expertise to reshaping how HSW in work is understood and designed.

As Co-Founder of NextEra, Diane is focused on enabling organisations to learn and adapt to the complex and dynamic nature of workplace risk. To enable Productive Safety at Work, NextEra provides usable and practical tools, processes and guidance to expand OHS management systems beyond compliance. NextEra specialises in the integration of modern safety concepts, such as Human and Organisational Performance (HOP), Safety Differently and Safety II to name a few, into everyday workplace operations.

Diane speaks regularly at national and international forums, including the 2024 Community of Human and Organizational Learning Conference (USA) and the American Society of Safety Professionals (ASSP) Construction Specialty Group, where she presented on psychosocial risk in the workplace. She was recently on the 2025 StayLive panel for Making sense of WAI vs WAD panel with Rob Fisher, where the panel explored the NZ context relating to Work as Imagined and Work as Done.

Known for her systems thinking and passion for enabling Better Work, Diane blends insight with robust conversation, always advocating for operational excellence change that "sticks".

SPEAKER ENGAGEMENTS

- April 2025 – Auckland Chamber Business Insights Webinar – Making sense of safety (Recorded)
- April 2025 – ISN NZ Roundtable – Expanding from Risk Averse to Risk Capable
- March 2025 – StayLive – Making sense of WAI vs WAD with Rob Fisher – Panel discussion presenter
- September 2024 – American society of safety professionals (Construction specialist group) – Psychosocial risk in the workplace.
- June 2024- Safety seminar series – Demystifying Psychosocial Risk, , NZ Safety Show, NZ
- June 2024 – Keynote presentation – The HOP lens of Psychosocial Risk, 30th Annual Community of Human and Organizational learning conference, USA
- June 2023 – Safety seminar series – Learning from Normal work to Build BetterWork, NZ Safety Show, NZ
- April 2023 – Panel discussion presenter – Delivering Safety Differently: Rethinking H&S and Leadership, National Health and Safety Leaders' Summit, NZ

“AS A LEADER,
HOW MUCH HAVE
YOU CONSTRAINED
YOURSELF AND
OTHERS BY SAYING
WHY IT CAN'T BE
DONE, RATHER THAN
ASKING,
HOW CAN IT BE
DONE?”

~DIANE AH CHAN~



NEXTERA

Enabling Productive Safety at Work

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NextEra's Purpose

**Work that works for people, for systems, for
now and the future**

"Without changing our patterns of thought we will not be able to solve the problems we created with our current patterns of thought" – Albert Einstein

NextEra is a consulting, talent, and learning enterprise that specialises in holistic contemporary HSW. Our speciality approach provides the "how to" operationalise modern HSW to help your organisation be more productive safely vs the traditional focus on compliance and bureaucracy.

Our mission is to Enable Productive Safety at Work which is the next logical step for HSW. New Zealand has struggled with how to implement modern safety, and our services deliver/navigate an integrative path for organisations who want to evolve. Our point of difference, we INTEGRATE not implement for sustainable change.

Led by Diane Ah-Chan, Jo Zoricich, and Jasmine Booth we have a collective safety background of over 50 years, and we mentor companies to enable "space" and transition to an appreciative safety mindset. Our products provide the how to with pragmatic and applied new practices using the new view (Human Organisational Performance (HOP), Safety differently, High Reliability Organizations (HRO), Resilience Engineering (RE) and Safety II), while concurrently updating preventative (compliance) safety systems. Our specialty area is to advise and work with organisations to incorporate modern BetterWork approaches into their tools, processes and practices.