

Safety Leadership



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Leadership is...



...the process of influencing “individuals” to work toward accomplishing a collective “group” goal or objective.

In our sphere of interest...Working Safely!!

Today's Roadmap

- Call to Service
- Challenges and the Positive
- What Winning Might Look Like
- Sustaining...True Leadership!

My Call to Service

In 2010, I was “called” back into Management.

People were getting hurt and our Case Rates were headed in the wrong direction.

A worker was injured, narrowly missing a serious amputation.

In 2013, Management narrowed my focus.



Challenges and Slam Dunks

Challenges

The CAVE People!!

Lack of personal accountability for safety

Poor engagement on safety

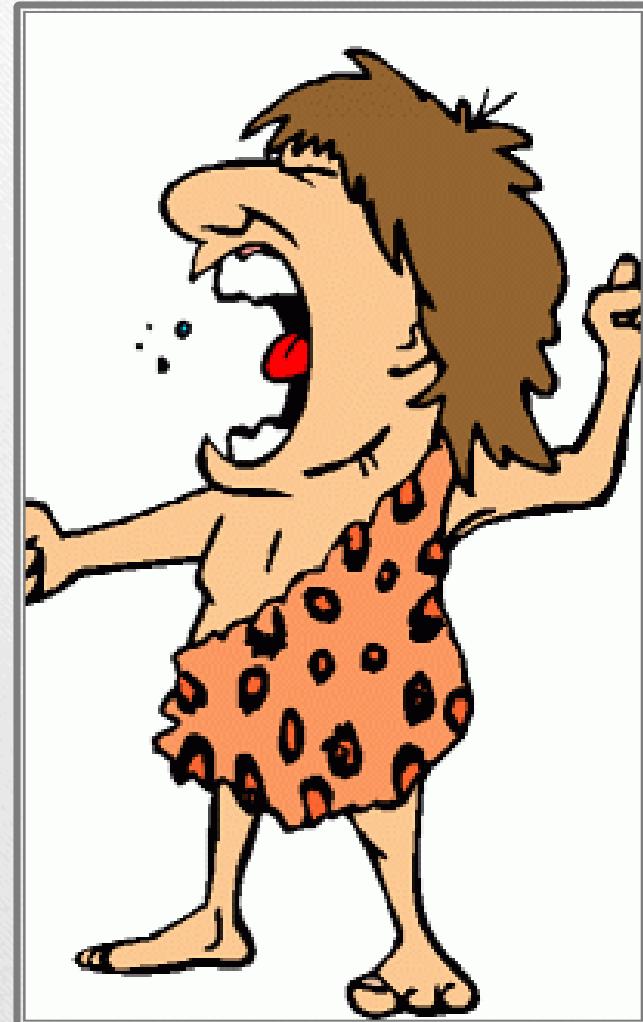
Get it done attitude

Questioning attitude/Critical thinking

A “polite” culture

Slam Dunks

I quickly found leaders and good followers!



What Will it “Look” Like?

Managers feel personally responsible for the safety of their employees.

Everyone behaves as if all injuries are preventable.

Everyone is prepared to challenge unsafe behavior and to welcome challenges.

Each of us is responsible for our own safety and for that of our co-workers.

Constant vigilance is maintained, especially on routine tasks.

Building and Sustaining

There is a profound difference between management and leadership, and both are important.

Organizations need both leaders and managers to survive.

Force Multipliers and Diminishers

Multiplier

Talent Magnet
Liberator
Challenger
Debate Maker
Investor

Diminisher

Empire Builder
Tyrant
Know it all
Decision Maker
Micro Manager

It's all about how to motivate and utilize everyone around you!!!

Get Out of the Office!!

Management and Professional Observations

BBS and Coaching

Compliance

Why?

Create Dialog between the oversight and the worker.

Create common expectations.

Must emphasize face-to-face dialog...

Don't be the "police" identifying non-compliances.

Critique for Success

Hug, Shrug, and Mug!

Tell them what you liked about the project.

What do they think they did best? Then ask, what would you change and what could they do better?

Note concerns you may have...to include non-compliances (usually they will have the answer).

Avoid the...when I was...blah blah...I did it right... ☺

Finally, give them positive encouragement to go on and offer your support.

Be Careful not to be a “Dream Stealer”

Leaders build; they don't tear down.

Leaders instill confidence:

In self

In organization

Leaders take blame; give others credit.



We did this before and it did not work (shoot down).

vs.

We tried this, and we had these problems (starting to look for a solution).

Keeping it Fresh and Positive

We have learned:

To reward reporting...looking for solutions, not blame.

Accidents rarely have a single cause.

People can and will fail...even the “best.”

Trust between the oversight and staff is essential to creating a high performance safety environment.

Your Challenge

Which will you be:

A Multiplier? Or a Diminisher?

A Dream Maker? Or a Stealer?

Your choice will make a difference!