



Safety Leadership & Culture

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What is Culture?

- By definition, culture is the moral, social and behavioral norms of an organization, based on the beliefs, attitudes and perceptions of its employees.
- Culture is what the employees perceive the organization really wants and it may differ considerably from what has been stated verbally or in writing.
- Culture dictates whether employees follow the procedures when no one is looking.
- Culture dictates whether the new employee carries out their work according to what has been taught or to what is the company accepted norm.
- Culture determines whether or not there is a “them versus us” adversarial relationship.
- Culture determines whether the company cares for its EE's and if the EE's care for the company.
- Culture determines whether your division will be a leader in safety which has affects on other aspects of the business.
- As leaders, we need to understand the reasons why people work safely (or take risks at work) and create a work environment that supports people working safely.

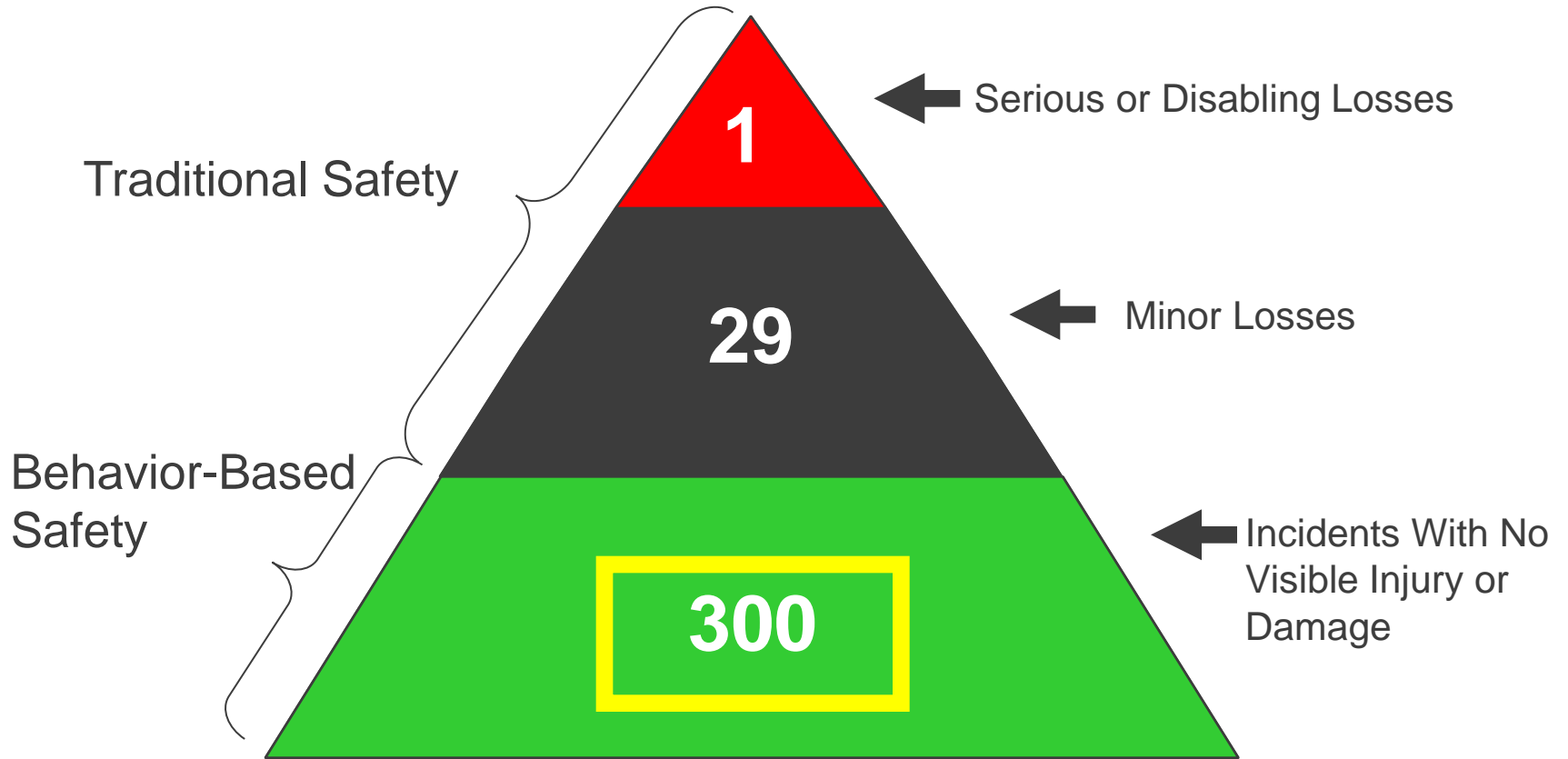
Safety Starts at the TOP!

- Safety will never achieve it's full success without top management leading the Way
- It requires an "all-in" effort from all employees
- Can never be pushed aside for another "hot/now" initiative
- Non Safety Meetings should include safety it's discussion
- Must be integrated into every process, thought & action

Never turn a Blind Eye to Safety

- Any observed unsafe action must be immediately dealt with thru coaching or discipline
- Management must lead by example
 - *Staff & Safety Meetings – Always Safety!*
- Ask/expect FLE (frontline employees) to hold each other accountable to make the right choices 100 out of 100 times

Behavioral Based Safety Heinrich Pyramid



Measurement of Safety Performance



Training

- What type of Training program is in place
 - Daily/weekly/monthly/annually or nothing?
- Train to prevent based on behaviors and historic data
- Involve employees in training – demonstrate
- Document all training
- Size Matters – Keep meetings smaller to control the group

Next Steps

How to Develop a Positive Safety Culture



Safety Culture-Building Tips

Here are a couple of tips from OSHA to get you started on building a strong safety culture at your organization:

- ***Define safety responsibilities:*** Do this for each level within your organization. This should include policies, goals and plans for the safety culture.
- ***Share your safety vision:*** Everyone should be in the same boat when establishing goals and objectives for their safety culture.
- ***Enforce accountability:*** Create a process that holds everyone accountable for being visibly involved especially managers and supervisors. They are the leaders for a positive change.
- ***Provide multiple options:*** Provide different options for employees to bring their concerns or issues full-face. There should be a chain of command to make sure supervisors are held accountable for being responsive

Safety Culture-Building Tips

- ***Report, report, report:*** Educate employees on the importance of reporting injuries, first aids and near misses. Prepare for an increase in incidents if currently there is under-reporting. It will level off eventually.
- ***Rebuild the investigation system:*** Evaluating the incident investigation system is critical to make sure investigations are conducted in an effective manner. This should help get to the root cause of accidents and incidents.
- ***Build trust:*** When things start to change in the workplace, it is important to keep the water calm. Building trust will help everyone work together to see improvements.
- **Celebrate success:** Make your efforts public to keep everyone motivated and updated throughout the process.

Management Leadership Commitment

- Management provides safety leadership and takes responsibility for creating and promoting a safety culture. Management demonstrates commitment to safety by introducing and enforcing compliance with OSHA policies and procedures. Management also encourage and promote safety by evaluating the safety performance of all employees and offering clear and consistent rewards for contributing to workplace safety.
- Management accepts full responsibility for providing safe equipment and a safe workplace at all times.

Questions?