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**Safety Leadership  
vs  
Safety Management**

**AIHA/ASSP PDC  
March 4, 2019**

# What we'll talk about today...

- Definitions
- Differences
- Take away

# Leaders/managers

- Who are the most important leaders/managers in your company?

# Leaders/managers

- Who are the most important leaders/managers in your company?
- Who are the most important *SAFETY* leaders in your company?

# Safety management

- A function that enhances company performance by predicting operational, procedural or environmental risks and threats before they occur
- A strategic process that identifies and addresses safety issues for employees and the company
- Aside from being a pre-emptive and preventative process, safety management also corrects deficiencies and performance errors.

National Safety Management Society

# Safety management

- Organized efforts and procedures for identifying workplace hazards and reducing accidents and exposure to harmful situations and substances

Business Dictionary

# Safety Management

- Think most often of it in terms of a Safety Management System



# What it looks like...

- Compliance
- Audits
- DART/TCIR
- Lagging indicators

“Measuring (safety)performance by the numbers of injuries you have is like measuring parenting by the number of smacks you give.”

- Dr. Robert Long

# Systems

- OSHA
  - I2P2
  - VPP
- ANSI Z10
- ISO 45000

“Paper doesn’t save people,  
people save people.”

- Dan Peterson



# Safety leadership

- The process of interaction between leaders and followers, through which leaders can exert their influence on followers to achieve organizational safety goals

Craig White

# The ISL (Informal Safety Leader)

- We all have them
- We've all seen them
- We have to win them

# Leadership isn't...

- Seniority
- Position in the hierarchy of a company
- Title
- Personal attributes
- Management

# What it looks like...

- Near miss reporting
- 5(a)(1)
- Leading indicators



# Direction

- Management
  - System
    - Planning and budgeting
    - Focus on bottom line (production, cost, schedule)
  - People
    - Policies, rules, regs
    - Command and control
- Leadership
  - Clear vision and a strategy to achieve it

# Alignment

- Management
  - Organization and boundaries
  - Provides direction, expects compliance
- Leadership
  - Shared culture and set of values
  - Everyone aligned and moving in the same direction

# Relationships

- Management
  - Positional hierarchy
  - Focus on objects
    - Production of goods or services
- Leadership
  - Focus on people through motivation and personal influence

# Relationships

- Do your people follow our rules when nobody is watching?
- Would people choose to follow a manager if you took away his or her formal position?

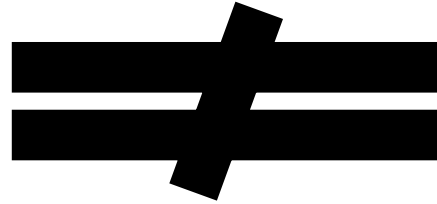
# Personal qualities

- Management
  - Command and control
  - Interaction is top down
- Leadership
  - Positive and emotional connection
  - Open mind
  - Listen and communicate respectfully

# Outcomes

- Management
  - Expect a degree of stability and order through the system
  - Strict adherence
- Leadership
  - Change
  - Openness and honesty
  - Innovation

# Safety Leadership



# Safety Management

# Lollipop Moments

- [https://www.ted.com/talks/drew\\_dudley\\_everyday\\_leadership#t-345144](https://www.ted.com/talks/drew_dudley_everyday_leadership#t-345144)



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Thank you

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