YOU DESERVE THESE RULES

(and a safety culture)

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YOU DESERVE THESE RULES
(And a Safety Culture)

- *HARDWARE & SOFTWARE*
- *BEHAVIORAL CENTERS*
- *PRODUCTION & SAFETY*
- *ACCOUNTABILITY*
- *WHAT IS A CULTURE?*
- *YOU DESERVE THESE RULES*

Safety Hardware

- ENFORCEMENT
- SAFETY MANUALS
- SAFETY TALKS / BRIEFINGS
- STANDOWNS
- REGULATIONS
- PROCEDURES
- POLICIES
- HAZ ASSESSMENTS
- INSPECTIONS
- TRAINING
- CERTIFICATIONS
- RECORDS

Safety Software

- **"WHY DO WE MAKE THE CHOICES THAT WE DO ON (*or off*) THE JOB?"**

- **WHAT THINGS IN LIFE ARE THE MOST IMPORTANT TO YOU?**

Safety Software

Often, even when an employee fails to comply with a HARDWARE requirement, it's likely because of a SOFTWARE glitch.

We *CHOOSE* not to comply or were influenced that way for some reason

Most of us have a great PRODUCTION culture don't we !?!

Safety Software

Your own CULTURE (mood) can be examined from 4 perspectives or CENTERS

- MOVING CENTER
- EMOTIONAL CENTER
- INSTINCTIVE CENTER
- INTELLECTUAL CENTER

-Steve Williams ADSI

ADSI Max Proactive®
Advanced Safety Systems (Beyond Behavior-Based)

Your own CULTURE (mood) can be examined

from 4 perspectives or CENTERS

Software

NOW APPLY THIS CONCEPT TO YOUR KIDS

- MOVING CENTER
- EMOTIONAL CENTER
- INSTINCTIVE CENTER
- INTELLECTUAL CENTER

-Steve Williams ADSI

Safety Software

the big secret:

SAFETY IS ABOUT MANAGING PEOPLE

(as much as it is about managing hardware)

SAFETY IS ABOUT MANAGING PEOPLE

PRODUCTION IS ABOUT MANAGING PEOPLE

RIGHT??

Safety Software

Hardware N O T Software ?

TECHNICALLY MINDED LEADERSHIP FOLKS COUNT ON THE HARDWARE TO COVER THE SAFETY REQUIREMENTS

- Downstream Metrics Used in Bids / EMR / Image
- "OSHA Recordable" are BAD WORDS
- PSIF index is likely FLAT
- Software is ABSTRACT so engineers don't love it

SAFETY IS ABOUT MANAGING PEOPLE

Safety Software

- Expectations *(not shrugs & winks)*
- Accountability
- Active listening
- Delegating
- Something to accomplish
- Based on trust & respect

  (not just FEAR of being reprimanded)

USAF *"Cut it out"*

Safety Software

ACCOUNTABILITY:

- Accountability is the obligation to explain, justify, and *take responsibility for one's actions.*

- The word accountability is often used in the context of *individuals*, especially in the term *personal accountability*.

- Accountability is often discussed with transparency and *consequences*. This typically involves keeping people and organizations accountable by making their actions visible and having consequences when those actions are not acceptable.

- ACCOUNTABILITY shouldn't be about FEAR
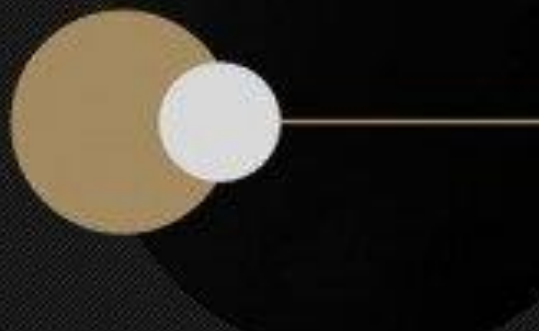
Safety
Software
ACCOUNTABILITY

- What is one thing that we ALL are accountable for on our jobs?

PRODUCTION

- Where does the expectation for production come from?

- When we tell someone "Good Job", what are we usually referring to?

PRODUCTION

- When a supervisor says "Folks we need to get this done by Friday…" what are they ACTUALLY saying?

- How do we respond to a statement like that?

Safety

Production

SAFE PRODUCTION

Safety & Production become one focus. One can't exist without the other.

WE DON'T CALL FOREMEN "PRODUCTION SUPERVISORS" DO WE ?

Company Leadership expectations for SP should be:
- both safety & production carry the same weight
- both enjoy equal planning & detail
- both are communicated with the same importance & frequency
- tasks are assigned with the same level of detail for quality & safety
- employees are rewarded & recognized for the combined efforts
- expectations include all levels of organization, not just workers.

Safety Software
JOB BRIEFING / PRE-PLANNING

JSB / TSA / JHA / PTA

- SHOULD BE A DISCUSSION FOR ALL
- REQUIRES GOOD **ACTIVE LISTENING**
- SHOULD ADDRESS PRODUCTION & SAFETY
- SHOULD BE INITIATED BY SUPERVISOR
- EVERYONE IS IN THEIR **INTELLECTUAL CENTER**

ACTIVE LISTENING: "Listening to learn something. Not just waiting for your turn to talk."

Safety Software DELIVERY:

- How many employees do you have?
- How many safety professionals do you have?
- How many supervisors do you have?

DO THE MATH

Safety Software DELIVERY:

- Supervisors are the most appreciated, well compensated, highest trained & developed management employees out there. They enjoy the pinnacle of support and generally need no motivation to complete the project ahead of schedule and under budget.

Safety Software DELIVERY:

- *Supervisors are in the best position to deliver and maintain safety (and production) expectations on a regular basis.*

- *Supervisors are privileged to influence the crews on positive safety culture & production*

- *Supervisors can simply SAY & DO the right things to lead by example*

- *Delegate safety activities to crew regularly*

- *Recognize efforts based on both safety & production*

- *"We deserve these rules" message*

As we all know, OSHA is the bare minimum of regs & rules. Many may not realize that these regs & rules didn't come from the companies we work for...

OSHA's inception is rooted in the history of organized labor.   Unions.
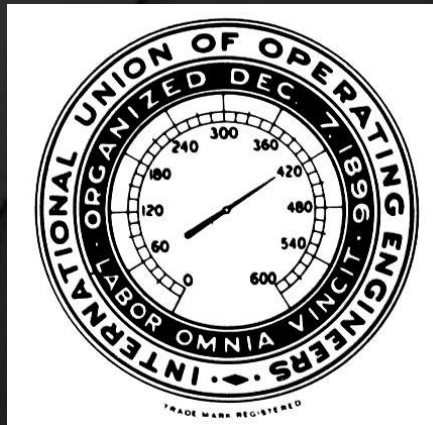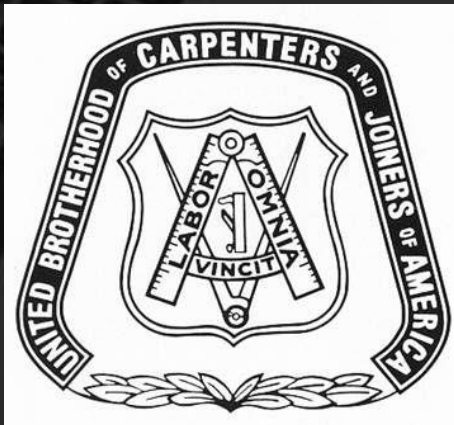
TRIANGLE SHIRTWAIST FIRE 1911
NEW YORK

On *Saturday, March 25, 1911,* a fire broke out on the top floors of the *Triangle Shirtwaist factory.* Firefighters arrived at the scene, but their ladders weren't tall enough to reach the upper floors of the 10-story building. Trapped inside because the owners had locked the fire escape exit doors, workers jumped to their deaths. In a half an hour, the fire was over, and *146 of the 500 workers—mostly young women—were dead.*

A week after the fire, Anne Morgan and Alva Belmont hosted a meeting at the Metropolitan Opera House to demand action on fire safety, and people of all backgrounds packed the hall. A few days later, *more than 350,000 people participated in a funeral march for the Triangle dead.*

Three months later, after pressure from activists, New York's governor signed a law creating the Factory Investigating Commission, which had unprecedented powers. The commission investigated nearly 2,000 factories in dozens of industries and, with the help of such workers' rights advocates as Frances Perkins, enacted eight laws covering fire safety, factory inspections and sanitation and employment rules for women and children. The following year, they pushed for *25 more laws*—entirely rewriting New York State's labor laws and creating a *State Department of Labor* to enforce the laws. During the Roosevelt administration, *Frances Perkins and Robert Wagner (who chaired the commission) helped create the nation's most sweeping worker protections through the New Deal, including the* National Labor Relations Act.

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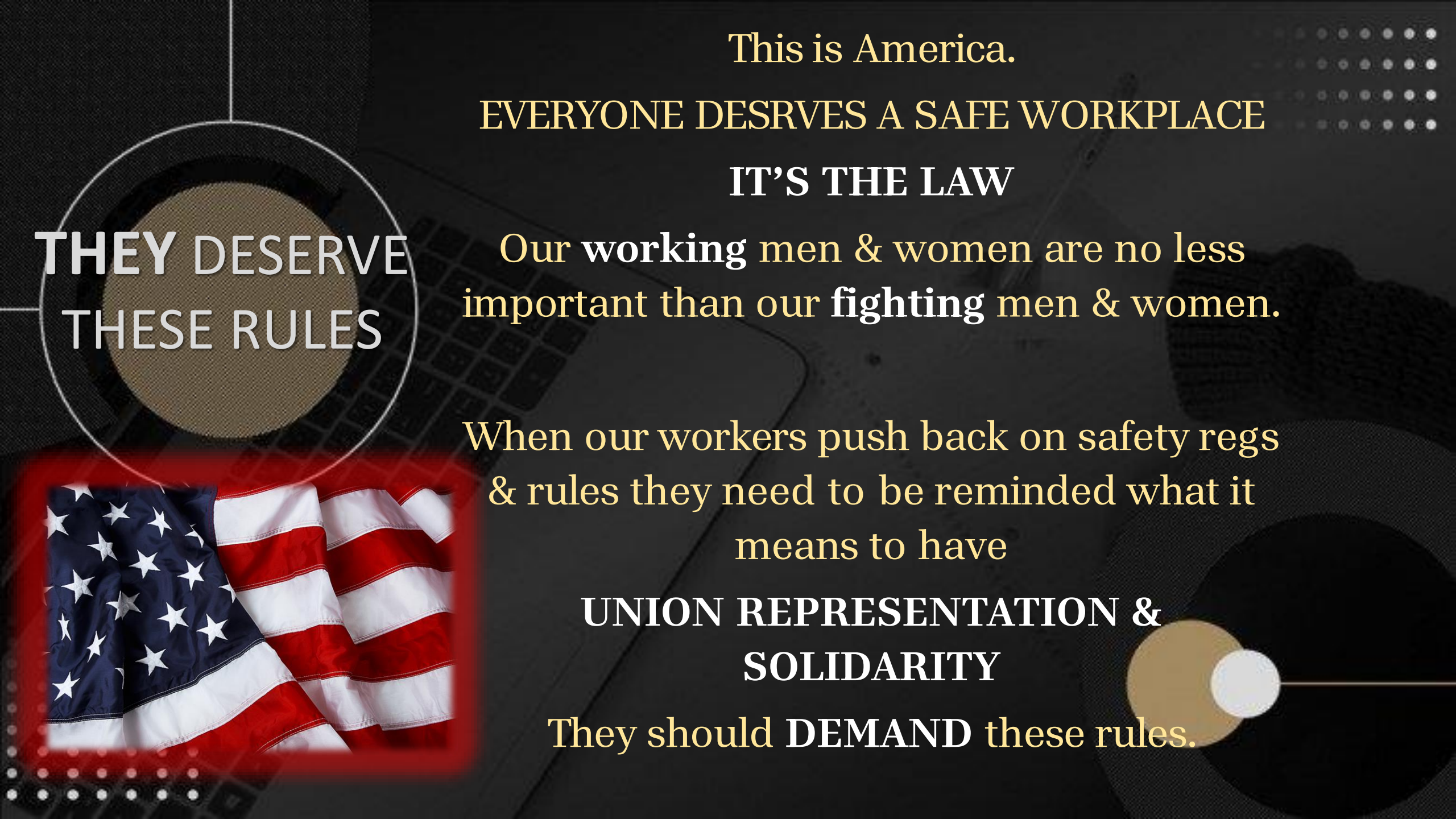
This is America.

EVERYONE DESRVES A SAFE WORKPLACE

IT'S THE LAW

Our **working** men & women are no less important than our **fighting** men & women.

When our workers push back on safety regs & rules they need to be reminded what it means to have

UNION REPRESENTATION & SOLIDARITY

They should **DEMAND** these rules.

THEY DESERVE THESE RULES

THE COLOR OF DANGER!

The old shocking safety videos always left an impression on the crew. It lasted about two days

THE COLOR OF DANGER!

The videos were of course design to shock & awe.
This was an attempt at creating some safety culture yet delivered by a third party.
How do we deliver this level of urgency EACH DAY?

Safety Hardware & Safety Software

DO THE MATH: **SH + SS = SC**

SAFETY CULTURE

Safety Hardware & Safety Software

SAFETY CULTURE

A Safety Culture is the consistent process of communicating EQUAL expectations from a LEADERSHIP driven statement(s) that looks to build a daily ATMOSHPERE where safety & production have equal standing.

A TRUE Safety Culture exists when SH & SS are part of a regular routine driven, understood and supported by EVERYONE IN THE ORGANIZATION
(not just the SAFETY GUY.)

Safety Culture – Where to begin:

- *Leadership creates a statement that communicate expectations to all levels*
- *Leadership holds everyone accountable for their part (just like production)*
- *Leadership is visible to field.*
- *Supervisors are educated on communicating expectations*
- *Supervisors are educated on how to hold their workers accountable*
- *Supervisors are educated on how to conduct job briefings*
- *All are educated on how to integrate safety & production equally*
- *All are educated on ACTIVE LISTENING to safety & production concerns*
- *Supervisors are developed for Safety Talks / Standdowns / Alerts Deliveries*

- *Safety Culture progress is measured and adjusted regularly by leadership.*

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RECAP

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