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**Introduction**



**Shannon Seefeldt, ASP, CSP Casualty Risk Control Consultant.** Shannon establishes and implements multi-disciplinary consulting strategies to ensure content quality and timely delivery of integrated risk control solutions for a global client base. Because of his broad industry knowledge, he is able to leverage expertise across industries and apply his unique business knowledge to provide cost effective, client focused solutions. Shannon's expertise spreads across a large segment of multidisciplinary fields.

Prior to joining Aon in 2016, Shannon provided safety direction for construction companies throughout Wisconsin with an emphasis on a Behavior Based approach towards safety and risk management and overall culture enhancement.




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**The Cost of Taking Risks**




- Medical payments
- Compensation
- Disability
- Time lost from other employees
- Loss of efficiency
- Lost time by supervision
- Cost of training replacement
- Damage to machines, tools
- Time damage machine is out of service
- Spoiled work
- Loss of production
- Overhead cost during disruption
- There are over a 100 other items




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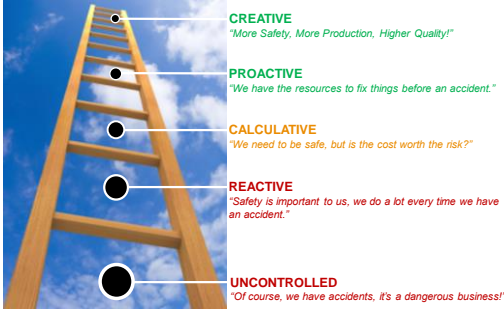
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### What's Your Current State?



*Safety is a VALUE not a priority*




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### Attitude Determines Altitude



- "Do I follow safety policies because I have to or because I want to?"*
- "Do I trust that the person next to me is working safely?"*
- "Does my leadership team lead by example?"*
- "Would I freely speak about unsafe behaviors and report it, even if it involved me?"*
- "Can I predict where the next injury will occur?"*




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### Accountability



In all workplaces, there is a vast repertoire of creative excuses:

- "I don't have enough time!"*
- "If only we had more technicians (resources, etc.)!"*
- "That's not my job!"*
- "They can't be trusted / are incompetent!"*

Instead of focusing on why it can't be done or wasn't done, turn your attention to **"what else can we do?"**

**EXCUSES BECOME BEHAVIOR**




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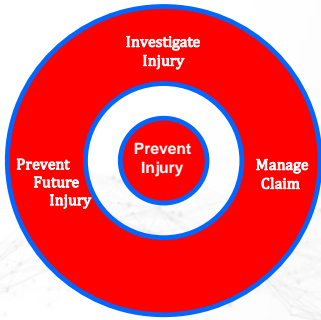
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Where do we allocate our efforts?



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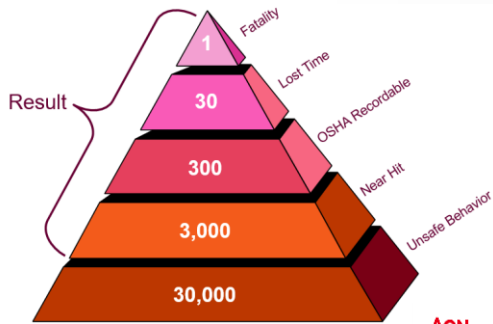
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Accident Pyramid



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What does "being safe" mean?



- Doing the right thing because it is the right thing to do
- Working safely when no one is looking
- Making sure that safety is incorporated in all things at all times
- Moving beyond compliance and blame

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Benefits of Focusing on the Psychology (BBS)



- 25% - 40% reduction in injuries after 1 year
- Improves Safety Culture
- Enhances productivity
- Turnover reduction
- Attracts better workers
- Increases morale
- Increases business



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Causes of Injuries and Fatalities



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Why WE Choose the Behavior...!



**Shortcuts**

What is easiest should be safest!  
Speed never equals productivity!



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Why WE Choose the Behavior...!



**Beliefs**

We may see others get hurt but believe it won't happen to us.



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Why WE Choose the Behavior...!



**Habits**

We may develop or are taught poor safety habits.



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Where to Begin...



Safety is a value **NOT** a priority  
We must instill value, because priorities change, but values remain constant.

“ Mission First, Safety Always!

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Who are your Safety Leaders?



- Foremen
- Experienced workers
- Trainees/apprentices
- Superintendents
- Owners
- **Anyone....Everyone**



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### Benefits of Effective Leadership



- Increased morale
- Increased teamwork
- Positive safety climate
- Reduced hazards
- Safer work practices
- Fewer injuries and fatalities
- Better business reputation
- More productive and better quality

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### Lead the Way....



- It takes **COURAGE** to be a leader
- It takes **COURAGE** to speak up
- These skills can easily be inserted into the daily workflow and productivity will not be affected.
- Leaders...
  - Lead by example
  - Engage and empower team member
  - Actively listen and Practice 3-way communication
  - Develop team members by teaching, coaching, and knowing how to give constructive feedback
  - Recognize team members
- Leaders improve **SAFETY CLIMATE AND SAFETY OUTCOMES**

**BE A LEADER NOT A BOSS!**

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### Feedback



- Done at time a safe or at-risk behavior is observed
- Proper feedback:
  - Expresses concern for the employee's safety
  - Determines what might be the root cause for the at-risk behavior
  - Discusses a safer way to perform the task at hand
  - Gains employee commitment to work safely
- Takes 3 - 5 minutes

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Communication is KING



- ✓What can happen?
- ✓What's the best way?
- ✓Ideas and resolutions
- ✓Goals
- ✓Continuous Improvement Process
- ✓Celebrate achievements (reinforcements)
- ✓Follow through is critical!

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"Positive Safety Ownership!"



- **See It**
- **Own It** (Don't ignore it)
- **Solve It**
- **Do It** (Correct or report the unsafe act or unsafe condition)



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Will you say something?



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Will you say something?



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Will you say something?



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Will you say something?



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Will you say something?



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For More Information

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