

# Do You Have Safety Challenges With Engaging, Involving And Yet Holding Your Employees Accountable?

*Jim Lehrke*  
**OWNER/CEO**  
*Safety Connections, Inc.*  
**920-912-7233**



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## Welcome!



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## AGENDA

- Past experiences
- Goals
- Turnover
- Accountability
- Team
- Communications – Engaging
- Involving
- Questions



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## **Past Experiences**



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## **My Goal**

**What's Yours???**  
**(List )**



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**What Are The Biggest Issues**  
**That Prevent Us From**  
**Getting The Desired Results?**  
**(Exercise)**



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**Are You Having Turnover  
Issues?  
If yes, WHY???**

**- Exercise -**



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**Never leave well enough  
alone because the future is  
too important to let  
happen by itself.**



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**Depending upon  
where you are  
and  
where you want to go  
will depend upon your  
commitment.**



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## What is a Team ?



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## Leaders



### Must "Create the Want"

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## Are You Satisfied?



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## Are You Hiring?

### What kind of Employees??



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## What Are We Accountable For? (Exercise)



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## Team Needs

- Engaging
  - Involving
- (Exercise)



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Lets talk about **Criticism!**

As this tendency grows stronger, **criticism**, no matter how honest and truthful, inevitably falls short of its good intentions.



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**Must Understand Employees Want (2) Things**



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**Empower People**

**(Exercise)**



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**DISCIPLINE:**

(It's Not A Dirty Word)

**Friendly Reminder:**

I have no right to deprive anyone else of the challenge to meet his/her own responsibility.



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**Measure Accountability**

- **Individually**
  - **Department**
    - **Plant**
  - **Corporation**
- SMART =**



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**Measure Accountability**

- **Turnover**
- **Accidents**
- **By Years of Service**
  - **Exit Interviews**
- **Employee Surveys**
- **Incident Rates by**
  - **Department**
  - **OSHA Fines**



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## **Roles & Responsibilities**

### **- Daily Safety Performance**

**Shared**

**- (SOP'S)**

**- - Processes**



## **How Do We Communicate?**



## **Communication Process**

### **(4) Points in communications**

**Understand employee wants -**

**1. To be treated with respect**

**2. To be treated fair**

**3. 360 Communications**

**4. Think**





**Think**

**Before we speak**

- T = Is It True?**
- H= Is It HELPFUL?**
- I= Is It INSPRINGING?**
- N=NECESSARY?**
- K=KIND?**



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**How Do We Communicate?**

**360 Communications**

(Hand Out)



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- Bulletin Boards**
- Tool Box Meetings**
- Newsletters**
- Training**
- ETC.**



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## Communication Processes

- Employee to Employee
- Employee Meetings

**(Hand Out)**



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## How do we Motivate?

**? Awards**

**(Exercise)**



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## In Closing.....



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**Must Have A Vision**



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**Must Have A Goal**



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**Always Remember:**



**Involve Every Mind**

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## Are We Ready?

- Set goals & improve the processes
- Stay focused & communicate your goal
- Practice, Practice, Practice---Role Play
- Be Fair
- Be enthusiastic
- Motivate
  - Winning is the only thing
  - Celebrate while expecting the best
- Have fun



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## Are We Committed To Results!



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## What Is Your Top Priority Starting Today?

(Discuss)



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**What Are You Going To Commit To?????????**

**(Exercise)**



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**Thank You.....it has been a pleasure**

**Have a Great Day!**



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