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

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Welcome!

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

My Goal

What’s Yours???
(List )

What Are The Biggest Issues That Prevent Us From Getting The Desired Results?
(Exercise)
Are You Having Turnover Issues? If yes, WHY???

- Exercise -

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

Depending upon where you are and where you want to go will depend upon your commitment.
What is a Team?

Leaders
Must “Create the Want”

Are You Satisfied?
Are You Hiring?

What kind of Employees??

What Are We Accountable For? (Exercise)

Team Needs
- Engaging
- Involving (Exercise)
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)*
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.

Measure Accountability

- Individually
- Department
  - Plant
  - Corporation

SMART =

Measure Accountability

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

- Daily Safety Performance
  - Shared
  - (SOP’S)
- Processes

**How Do We Communicate?**

(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 INSPIRING?
N=NECESSARY?
K=KIND?

How Do We Communicate?

360 Communications
(Hand Out)

Bulletin Boards
Tool Box Meetings
Newsletters
Training
ETC.
Communication Processes
- Employee to Employee
- Employee Meetings

(Hand Out)

How do we Motivate?
? Awards

(Exercise)

In Closing........
Must Have A Vision

Must Have A Goal

Always Remember:
Involve Every Mind
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

Are We Committed To Results!

What Is Your Top Priority Starting Today?

(Discuss)
What Are You Going To Commit To????????

(Exercise)

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

Have a Great Day!