

The Iceberg Effect: Employers' Costs of Workplace Accidents

Direct Costs	Indirect Costs
<ul style="list-style-type: none"> Increase in Worker's Compensation premiums Penalties and fines 	<ul style="list-style-type: none"> Cost of lost production Cost of medical or damage to the equipment or product Lost productivity Lower staff morale Administrative costs Loss of good will and damage to reputation

On average for every \$1 of direct costs of an accident a company will expend additional \$4 in indirect costs

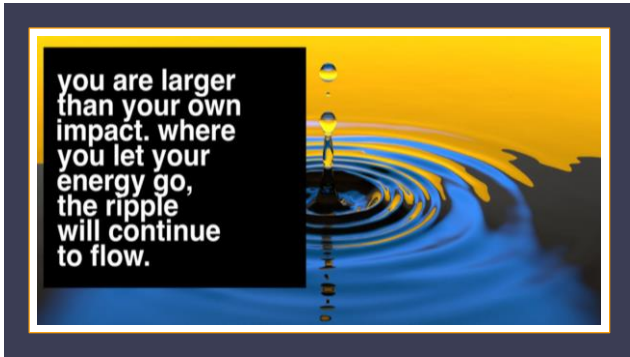
FINANCIAL IMPACT

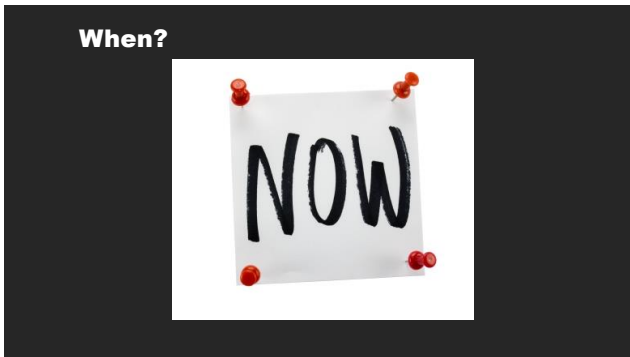
5 to 7 x's the direct cost for EACH claim!

What is your SAFETY LEADERSHIP?

Leaders **MUST** be committed to accountability in order to drive excellence and sustainability in safety performance & culture.

YOU ARE THE LEADER!





10 ELEMENTS OF SUCCESSFUL BEHAVIOR-BASED SAFETY PROGRAMS

- 1. A FOUNDATION IN THE SCIENCE OF BEHAVIOR**
Behavior is learned, reinforced, and can be changed through practice.
- 2. CAREFUL BEHAVIOR SELECTION**
Identify and select the behaviors that are most important to your organization's success.
- 3. MANAGER CHECKLISTS**
Provide clear, specific, and measurable instructions for the behaviors you want to see.
- 4. TRAINED & KNOWLEDGEABLE OBSERVERS**
Train observers to identify and record behaviors accurately and consistently.
- 5. HAZARD & BEHAVIOR OBSERVATIONS**
Observe and record behaviors that are hazardous or non-compliant with the program.
- 6. INCLUDE MANAGER & SUPERVISOR BEHAVIOR**
Model the behaviors you want to see in your own actions.
- 7. ANALYZE SYSTEM IMPACT ON SAFETY**
Identify and address system factors that may be contributing to unsafe behaviors.
- 8. INTERNAL CHAMPION DEVELOPMENT**
Identify and train internal champions to promote and support the program.
- 9. ASK MORE THAN TELL**
Engage employees in the program and encourage them to share their own experiences.
- 10. SHOW POSITIVE REINFORCEMENT**
Recognize and reward employees for demonstrating the desired behaviors.

Personal Behavior = CHOICE
Choice = A REASON
A Reason = The WHY

Share YOUR why!

Why the WHY?

SELF REINFORCEMENT	VS	BBS REINFORCEMENT
Behavior based on habits		Behavior based on leading indicators
Take risks to save time and effort		Systematic training to avoid risk
Harmful Negative reinforcement		Rewarding Positive reinforcement
Self-defined safety standards		OSHA & HSE compliant safety standards

“You can dream, create design and build the most wonderful place in the world... but it requires people to make the dream a reality.”

-Walt Disney

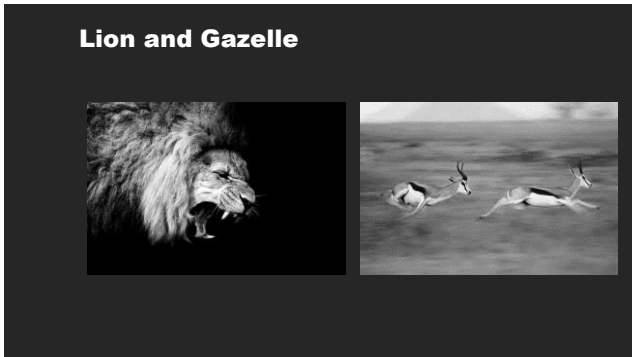
“Whatever we accomplish belongs to our entire group, a tribute to our combined effort.”

-Walt Disney

"You don't build it
for yourself.
You know what
the people want
and you build it
for them."

"I can never stand still.
I must explore
and experiment."

-Walt Disney



Be the LION



My Why- What's yours?

Bryan, Madelyn and Audrey Mae



What's your why?