



You have the **Power** to make a difference with effective leadership





ProTect-All Solutions

Wright-Way Enterprises

- Background
 - Company
 - Personal

S. Andrew Wright, CIH
Owner and Founder

John Maxwell Certified Team Speaker

Tid Bit: FAA Licensed UAV Pilot

Author of a new book “Power of ONE”

Andrew@powerofone-usa.com

Sawright@protectall-usa.com

www.Protectall-usa.com

Major: social media platforms

Why

INSPIRED

Power

New Paradigm

- **The absence of injury does not prove the existence of Safety**
- **If we can begin to change the way we look at things, the things we look at will actually change**



When we value people, they feel valued, and we are able to succeed in our mission.

To get the best out of people, Leaders must ask the best from people -*John Maxwell*



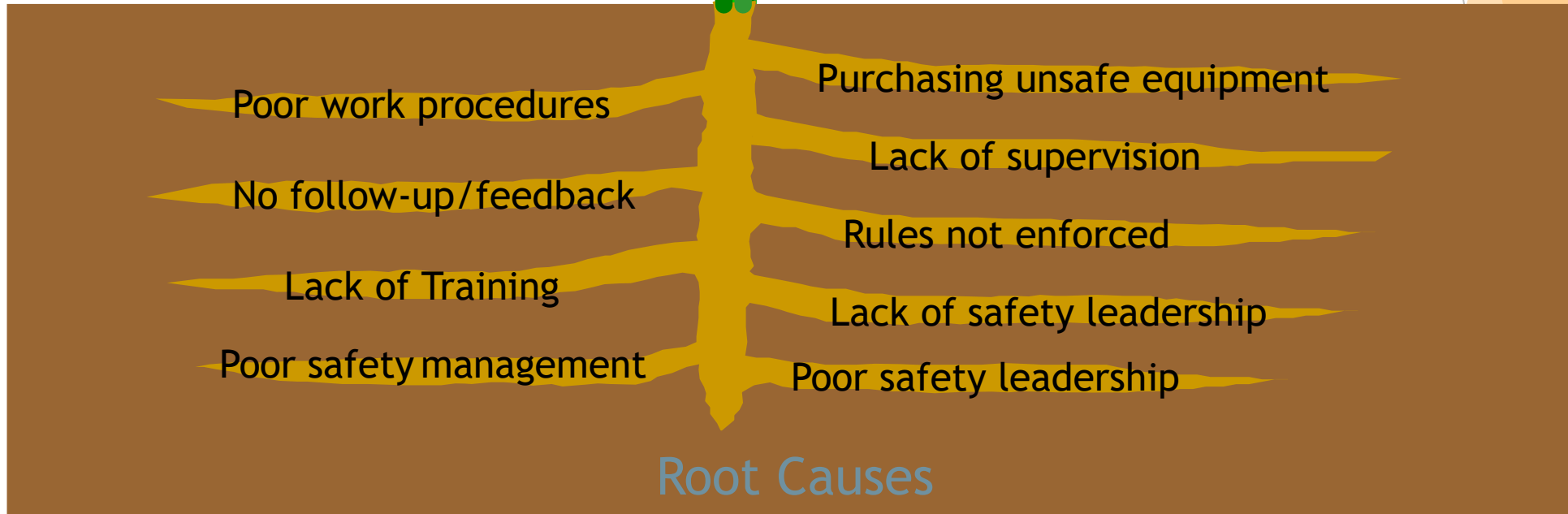
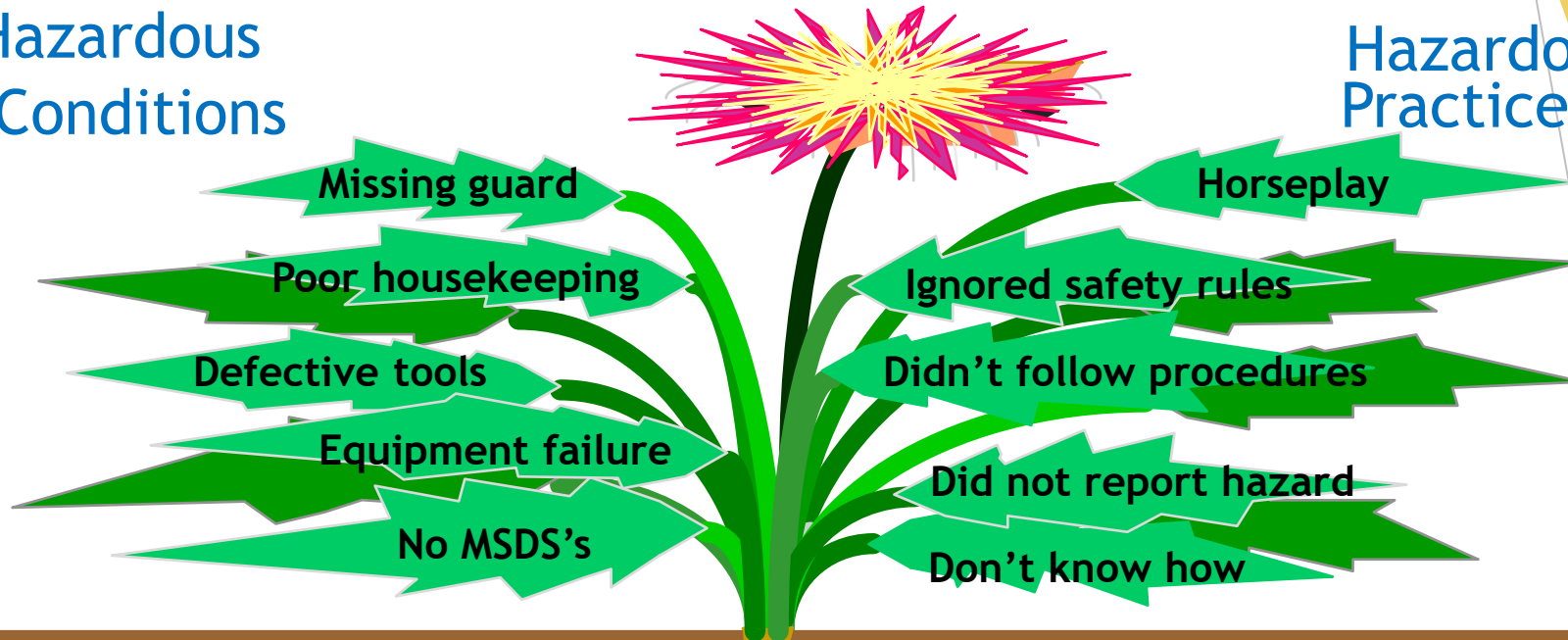
• This is why we do what we do.



The “Accident Weed”

Hazardous
Conditions

Hazardous
Practices



Root Causes

The worker

- ▶ Physical abilities
- ▶ Skills
- ▶ Interest
- ▶ Personality traits
- ▶ IQ



- ▶ Dexterity
- ▶ Visual acuity
- ▶ Verbal ability
- ▶ Safety attitude
- ▶ Tolerance
- ▶ Emotional stability

Characteristics of organizations with an Injury Free Environment culture

- *The organization **does not** accept injuries/Incidents as a part of doing business.*
- *Individuals are dedicated to the continuous improvement of their performance and their co-workers.*

Three elements necessary to create and maintain an Injury Free Environment?

- Supportive leadership
- Personal commitment to Core Values
- Free and open lines of communication

Supportive Leadership

- ▶ Personally committed to Injury Free Environment values
- ▶ Personally care for the safety of their team
- ▶ Positive role model of Injury Free Environment behaviors
- ▶ Provides the resources necessary to create an Injury Free Environment - Time, Dollars, Manpower
- ▶ Promotes open and free communications to address safety concerns
- ▶ **Not afraid to push back if Core values are compromised**

Personal Commitment to Safety

- Each individual is personally committed to Injury Free values
- Accepts the responsibility for their safety and their coworkers, (sense of teamwork).
- Agrees to be held accountable for their actions and support of an Injury Free Environment
- Positive role model of Injury Free behaviors
- Individual has knowledge of how to work safely and is adequately trained.

FREE AND OPEN LINES OF COMMUNICATION

- Employees are comfortable identifying and communicating safety concerns to management.
- Identified safety concerns are addressed immediately.
- Feedback is provided on actions taken to address / correct identified **ALL** concerns.
- Employees are not afraid to report injuries or near misses (emphasis on preventing future incidents).

Value vs. Priority

Value:

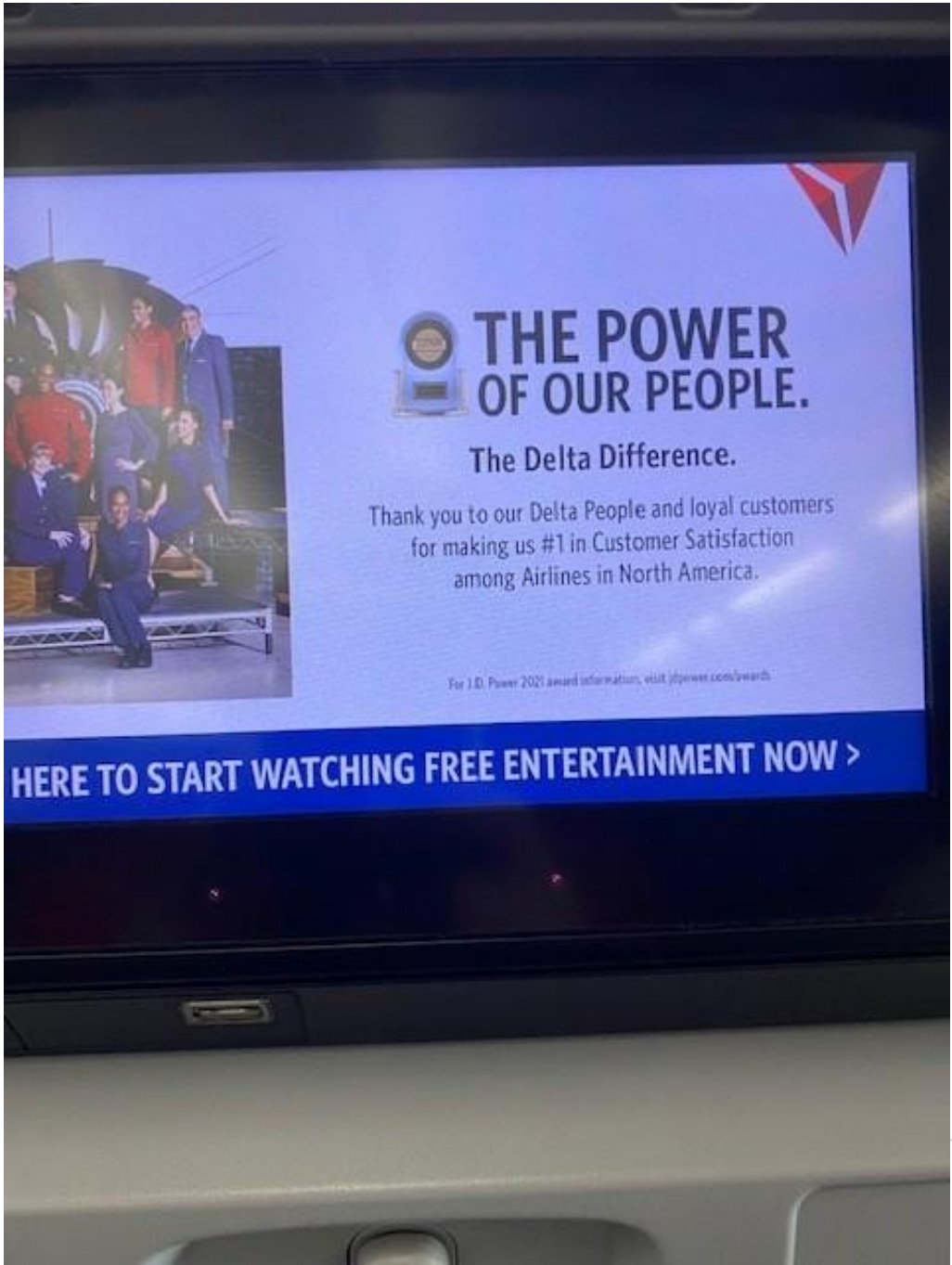
- Doesn't easily change
- Not readily influenced by others or circumstances
- Takes a life change to change a value

Priority:

- Can and will change frequently
- Something that takes precedence over another
- Can be easily influenced by others or circumstances

POWER OF ONE

How to obtain effective
leadership



THE POWER OF OUR PEOPLE.

The Delta Difference.

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HERE TO START WATCHING FREE ENTERTAINMENT NOW >

Culture

Goal -Oriented Culture

- ▶ Values Achievement
- ▶ Focuses on Status
- ▶ Honors Privilege
- ▶ Emphasizes the teacher
- ▶ Target is Arrival

Growth -Oriented Culture

- ▶ Values Development
- ▶ Focuses on Stretching
- ▶ Honors Serving
- ▶ Emphasizes the Student
- ▶ Target is Growth

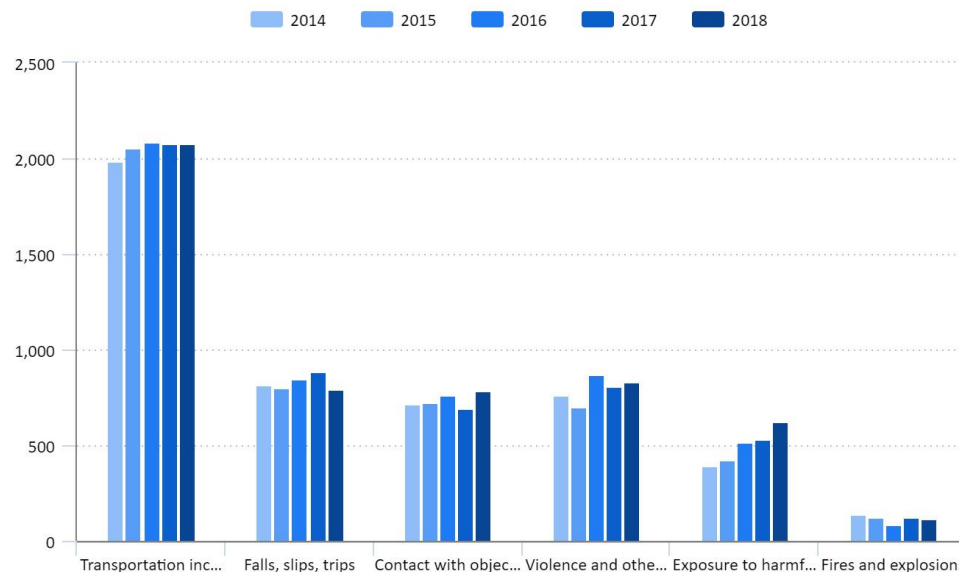


US Department of Labor

5,250 workers died on the job in 2018 [(3.5 per 100,000 full-time equivalent workers) – on average, more than 100 a week or more than 14 **deaths** every day.

<https://www.bls.gov/news.release/cfoi.nr0.htm>]

Fatal work injury counts by event

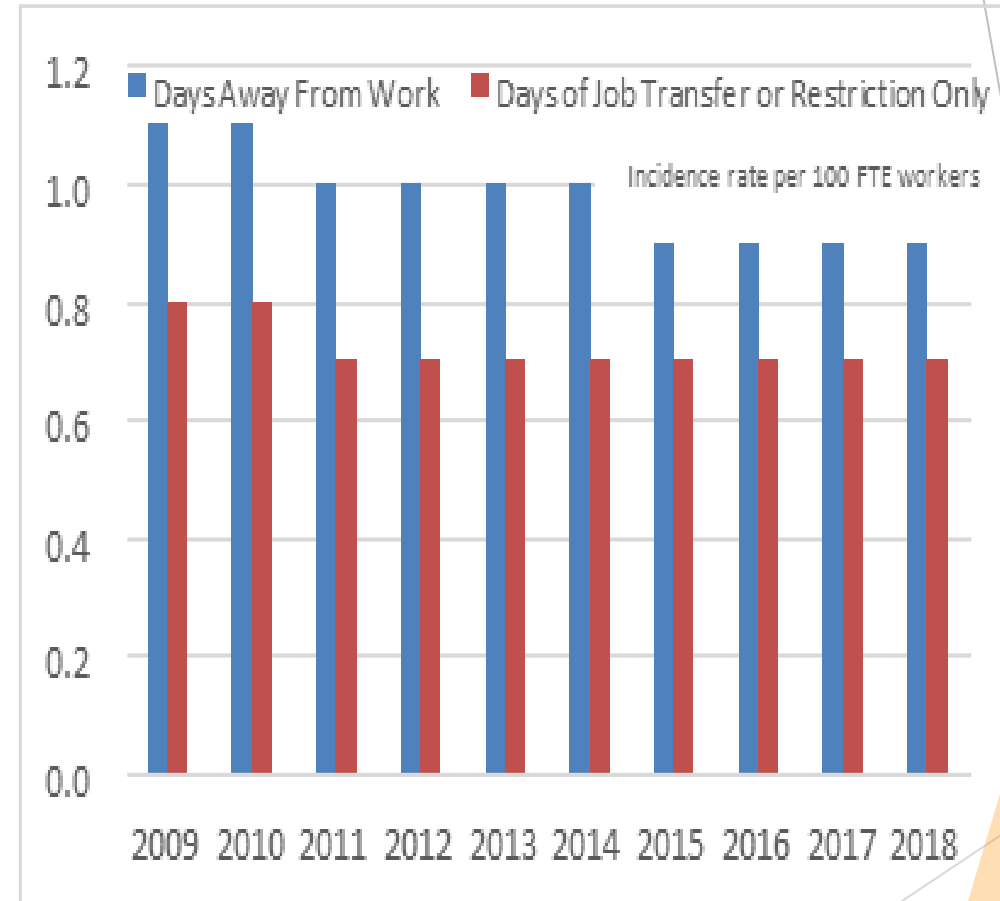
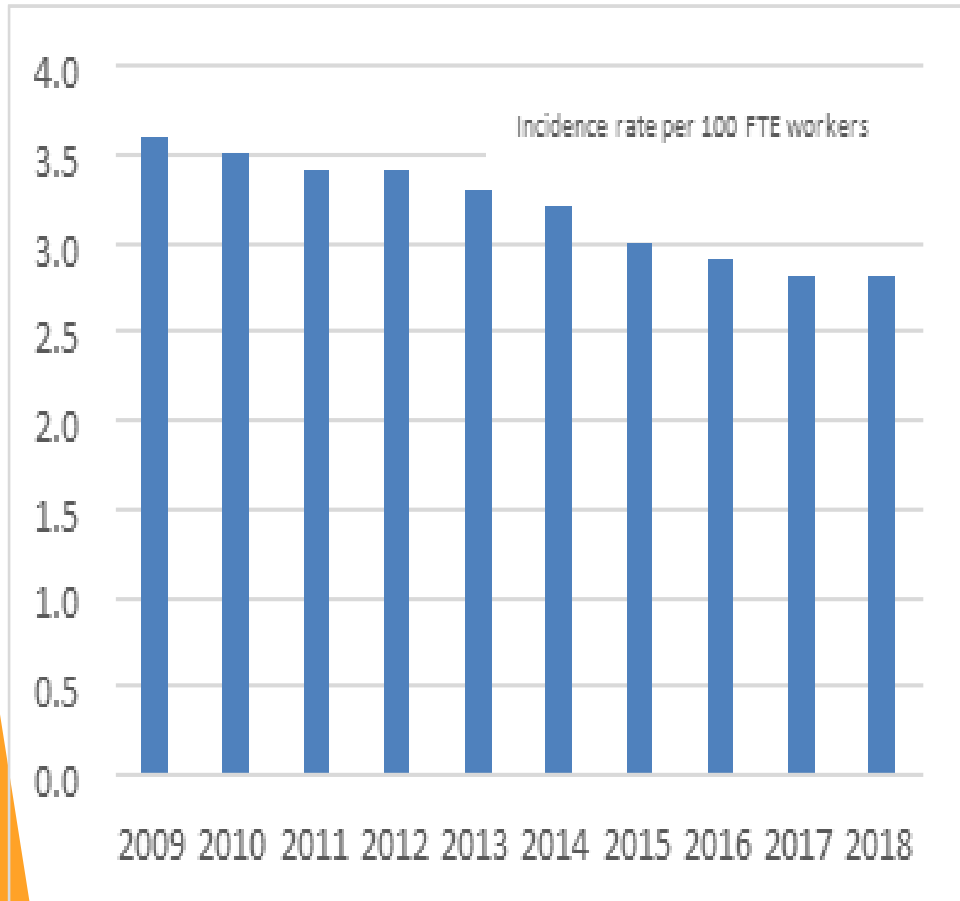


Hover over chart to view data. Click legend items to change data display.
Source: U.S. Bureau of Labor Statistics.



Who is impacted with a fatality?

OSHA Statistics



What are we Missing?

Opportunity

- ▶ Traditional Safety systems fall short.
 - ▶ EHS Programs
 - ▶ Operating Procedures
 - ▶ Training
 - ▶ Compliance
- ▶ They do not fully incorporate Human element or social risk.
- ▶ What is Risk?
- ▶ What are human elements
 - ▶ What motivates us?
 - ▶ What distracts us?
- ▶ What are the benefits to improving a safety culture.
- ▶ Is Zero attainable?
- ▶ Safety needs to be a **value!**



What is Risk?"

- ▶ Define It
 - ▶ OSHA
 - ▶ Industry
 - ▶ Facility
- ▶ What does it mean to you?
- ▶ Industry
- ▶ Cultural
 - ▶ Lack of leadership
- ▶ Social
 - ▶ Human Element



Perceived Risk Levels

An individual's perception as it relates to a particular job or task:

Ability to determine risks associated with the individual's definition of his/her experience, history, training & communication, amount of control individual feels they have,...to the criteria they use to judge the situation.



The Importance of

SITUATIONAL AWARENESS



Understanding the Human Element

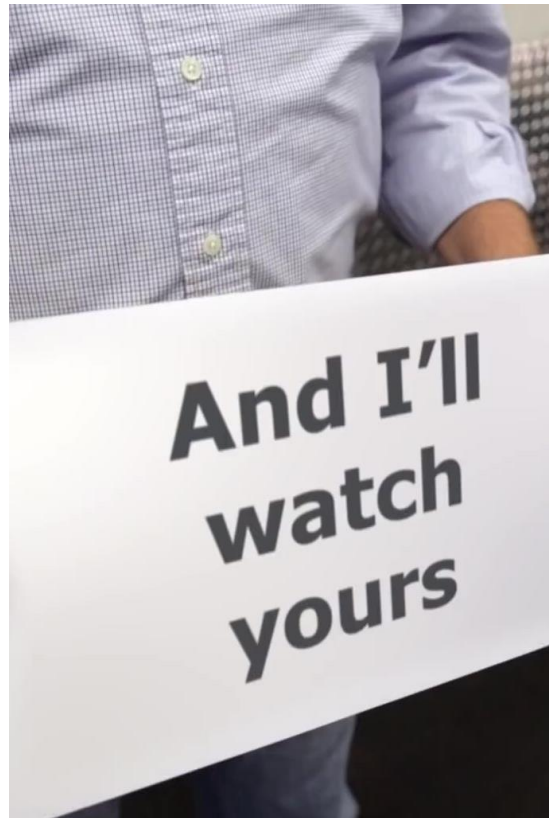
- ▶ We resist change
- ▶ Time Focus
- ▶ Task Oriented
- ▶ Emotional Influenced
 - ▶ Poor decision making
 - ▶ Lack of focus
- ▶ Creatures of habit
 - ▶ Bad
 - ▶ Good
- ▶ Tapping into the subconscious
 - ▶ Restiveness

Examples

Safety Programs and the Human Element

- ▶ Time focused
- ▶ Task oriented
- ▶ Habits
- ▶ Fall Protection
- ▶ Convenience
- ▶ Eye wash station

Leadership: We are all leaders



- ▶ Make the difference.
- ▶ Be open minded
- ▶ Co-Workers are depending on you
- ▶ History of helping others: **the genetic code**
 - ▶ 911
 - ▶ Boston Marathon

Leadership Motivation

- ▶ Genuine heartfelt commitment to the well being of your employees.
- ▶ Pursue perfection - achieve excellence.
- ▶ **Willing to take action to make things happen- a vision.**
- ▶ Leadership is not a noun it's a verb...its action.
- ▶ Observe
- ▶ Instruct ' Teach
- ▶ Inspire

“People have to buy into the leader before they buy into a vision”- John Maxwell

Don't expect anyone to believe in something you don't believe in!

Video insert

POWER OF ONE

One Moment in Time
[Whitney Houston](#)

It only takes:
One moment
One decision
One action

ONE Influence

Do you realize you have the POWER! The Power of positive influence.

No greater gift then the gift of giving

DO YOU CARE!

“We are

- One decision
- One word
- One reaction

Away from damaging what has taken years to develop”-Andy Stanley



Level of Leadership: Introduction-John Maxwell

- ▶ **Level one:** Position doesn't make you a leader. Do they follow you because they have too?
- ▶ **Level two:** Relationship...connected with your people...they follow because they want too
 - ▶ Listen well
 - ▶ They observe
 - ▶ They are learning

How to serve, love to serve, do serve.  It's a culture
- ▶ **Level three:** Production...they produce by example. People do what people see.
 - ▶ Don't want to be the travel agent.
 - ▶ We attract who we are, not who we want.
 - ▶ Momentum is a leader's best friend it's a great exaggerator...momentum is a problem solver.
 - ▶ Managers solve problems where Leaders create momentum. It takes care of 80% of the problem.
- ▶ **Level four:** People development level

The untapped Resource!



YOU: the fellow Employee



What do you bring to the table?



Why you need each other



Ability to recognize
hazard

Need for calibration on
risk
Train to the subconscious

Hazard + Human Contact(Action) = Injury

Hazard	Human Contact/(Action)	Injury
Running saw blade	Finger(Touching the blade)	Laceration or amputation
Exposed electrical wire	Hand (Grabbing the wire)	Electrical Shock
Wet Floor	Texting & Walking (Slip, Trip, Fall)	Strain/Sprain, Bruise Shoulder & Back
Heavy Box(75 lbs)	In-proper ergonomic lifting (Did not get forklift or additional help)	Strain/Sprain
Hot Surface or Flame	No PPE (Hand contact)	Burn
Sparks	Human in line of Fire (Struck by)	Burn
Chemical Vapors	No Respiratory Protection (Inhalation)	Coughing/Headaches
Fast Rotating Chuck on Lathe	Wearing gloves and necklace (Caught in)	Fatality
Working on Second Story Roof	No Fall protection, slip trip fall (Impact with Ground)	Broken Bones



Embrace Change, Growth and Culture

Strength and Growth come through continuous effort and struggle- *Neopolitan Hill*

What can I do to add value to people instead of what are people going to do to add value to me - *John Maxwell*

The moment that we really have a desire to add value to other people our whole life will begin to change

Character over Comfort

Humility

Authenticity

Grace

Empathy

The Leader Must Develop Trust With People

It is wonderful when the people believe in the leader. It is more wonderful when the leader believes in the people. When both are reality, trust is the result.

My first question to a leader who wants to make changes within an organization is always, “What is your relationship with your people”

- Show the people how change will benefit them.
- Give the people ownership of the change.

How to Offer Ownership of Change to Others

- 1) Inform people in advance so they'll have time to think about the implication of the change and how it will affect them.
- 2) Explain the overall objective of the change. Why we need to change.
- 3) Show them how to change will benefit them. be honest, provide assistance early.
- 4) Ask those affected by change to participate in all stages of change process.
- 5) Keep Communication channels open.
- 6) Be flexible and adaptable throughout the change process.
- 7) Constantly demonstrate your belief in and commitment to the change.
- 8) Provide enthusiasm, assistance, appreciation and recognition to those implementing the change.

Great Leaders

As you encourage them you also become encourage

There is no success without sacrifice

Action reduces fear and increases courage

Fail early, Fail often and Fail Forward- *John Maxwell*

Inspire

Willing to pay price 1st

Follow me

Principles for People Development

My Success in developing others will depend on how well I accomplish each of the following:

- **Value of People:** this is an issue of my attitude
 - **Commitment to people:** This is an issue of my time
 - **Integrity with people:** This is an issue of my character
 - **Standard with people:** This is an issue with my vision
 - **Influence over people:** This is an issue of my leadership
- 1) Make the right assumptions about people
 - 2) Ask the right questions about people; and
 - 3) Give the right assistance to people.

Charisma!! John Maxwell

- **C**oncern – the ability to show you care
- **H**elp – the ability to reach out
- **A**ction – the ability to make things happen
- **R**esults – the ability to produce
- **I**nfluence – the ability to lead
- **S**ensitivity – the ability to feel and respond
- **M**otivation – the ability to give hope
- **A**ffirmation – the ability to build up

Keep it REAL

R elationships, People won't get along with you if they can't get a long with you

E quipping giving the tools

A ttitude what is in your hart comes from your mouth

L eadership developed daily not in a day (ripple in a pond)

Consistency

To get the best out of people
Leaders ask for the best
from people

Leadership Legacy

“The best leaders are passionate about developing emerging leaders, because true leaders don’t create more followers, they create more leaders.”

- <https://www.linkedin.com/pulse/best-leaders-passionate-developing-emerging-because-john-mar/>

*

I believe the fundamental purpose of leadership is to leave a legacy. Leadership doesn’t accomplish a thing unless we teach and impact others in such a profound way, that they are inspired to pass it along to others. This is how we change culture and sustain humanity.

Leadership Legacy

Your leadership legacy is established when you combine all your decisions with your personal values.

In other words, your legacy is how you reflect your integrity and core values in your decision making.

Leadership Legacy

Get comfortable with being uncomfortable. Never stop learning and promote learning for your team. Some of our best learnings come from our failures. Push yourself and your team. Get comfortable with being uncomfortable.

Don't be afraid. Teams and employees are inspired when their leader demonstrates they are not afraid to stand-up for what they believe in. Be willing to fight for yourself, the cause, goal, your employees, and your values. Being brave and not afraid is one of the best ways to inspire a team to come together for common goals.

Lead with integrity. Respect yourself to have integrity. Do the right thing even when it's not easy to do so. *People don't follow others who lack integrity. Well, they don't follow them for long.*

Leadership Legacy

Demonstrate Humanity. Humanity provides us the tools to be an impactful leader. Our ability to love and have compassion for others provides us the motivation to lead and change lives.

Have grace for others. Life can get complicated, emotional, and hurtful at times. Show grace to those who have made a mistake, you may not know what they are going through. Plus, I'm sure you needed grace in your life, so give some to get some.

Remember you may need the eye of the tiger. When you get those goals that seem impossible, dig deep within yourself. Find the courage to push yourself and your team to accomplish those things others may not have seen possible. Those who have the eye of the tiger accomplish many great things.

Leadership Legacy

Take care of number two. The first rule in leadership is taking care of number two (the other). If you focus on helping and improving the other, you will be well on your way to a great leader.

Take pause and be self-aware. Your direction, message, or delivery may not always be interpreted as you desired. Solicit feedback, be aware of non-verbal feedback and make the necessary adjustments.

Demonstrate true forgiveness. Build strength by learning to forgive those who hurt or wrong you. It takes a greater inner strength to forgive. To forgive with no remorse or lingering anger takes leadership courage.

Be the leader of growth. A legacy leader understands that growth is constant for them and a necessity for their employees. Purposely and intently promote growth.

Leadership Legacy

Find the Authentic way. Be emotional, vulnerable and yourself in and out of the office. Be authentic! Live the leadership life each day and every day! Be true to yourself.

Give from the heart. Don't just give to give. Give with purpose. Give in a way that is impactful. Find time to give time. Giving time leaves an impact that money could never replace. Give from the heart.

Build relationships by caring. Relationships change lives and relationships are built by caring. One consistent issue I hear from employees is that their leadership doesn't care. Care to build relationships with your team.

Leadership Legacy

Empower others to do better and be better. Legacy leaders teach, encourage, empower, and provide the tools to be successful. When a team is empowered, they accomplish more and impact others along the way.

Make serving your passion. Legacy leaders have passion to serve. Look at your favorite leaders. Those leaders that positively influence you. You can feel their passion in their words, and you can see their passion in serving others. They want to help and make a difference. Find the passion to serve.

Every day add value. Intentionally add value by giving of yourself to others. Think of ways and do things that add value to people every day

Understand both sides of courage. Learn that it takes courage to stand-up speak boldly and forge a new path. It also takes courage to sit down and listen to new perspectives. Learn the power of both.

Leadership Legacy

Appreciate the value of change. It's human nature to resist change. It can be uncomfortable to except change as well. Just remember if you are not changing you are not growing. Explain the necessity to change and allow your team to participate in the change process.

Make reality the perception. You heard that perception is reality. Well flip it. Lead in a way that what you reflect is reality. Make reality the perception.

Be a conflict leader. It's nearly impossible to live life or lead without having conflict along the way. Anticipate conflict and mitigate it early in the process. Remember how you respond to conflict reflects your leadership.

Leadership Legacy

Trust yourself and trust your employees. Establish trust early in your leadership. Trust must be a pillar of leadership. Without trust you have deception, doubt, and resistance to progress. Trust yourself to lead by allowing yourself to trust others.

Be empathetic and sincere. I found that I have changed relationships with being empathetic. Showing up as a leader when a team member or employee is dealing with a difficult time, or a loss shows the human side of you. Employees respond to empathetic leaders when they are sincere.

Develop your confidence. Confidence comes with practice. People follow leaders that are confident in their leadership. If you are genuine, honest, sincere, and authentic then confidence will build. Set-up small successes for your team to build confidence.

Leadership Legacy

Understand you can be confident and humble. Arrogance will prevent you from being an accomplished leader. You will have successes, handle them with character and be appreciative of all those who helped you get there. Very few things in life do we ever accomplish completely by ourselves. Be humble and appreciative.

Use the Power of humor. Many don't appreciate how powerful humor can be in unifying a team. Tactful and well-timed humor can ease the tension and lighten the mood. Many successful leaders have embraced humor to strengthen a team.

Influence others to lead. Legacy leaders positively influences others. Pass it on to the next generation. Teach others to be leaders. Demonstrate the power of leadership in times of crisis and the impact of humility. Influence changes lives

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Leadership Legacy

Build relationships. If you want to be an influential leader, then build relationships. Through establishing relationships, you create the avenue and blueprint to influence others through your leadership.

Live life with purpose. Have you heard of the book “Purpose driven life”? Don’t just go along for a ride. Set personal, relationship and professional goals. Drive your life and your leadership with defining your purpose along the way. Find your “Why”.

Have Faith. You can do this. Faith can not be bought it is only given to us through the grace of God. It is an internal belief in something. Have faith in your abilities and the abilities of your followers. Be faithful to your leadership and your principles.

POWER OF ONE



Video insert

Questions

