





# Confidently Lead in a Culture of Safety

# Contact info

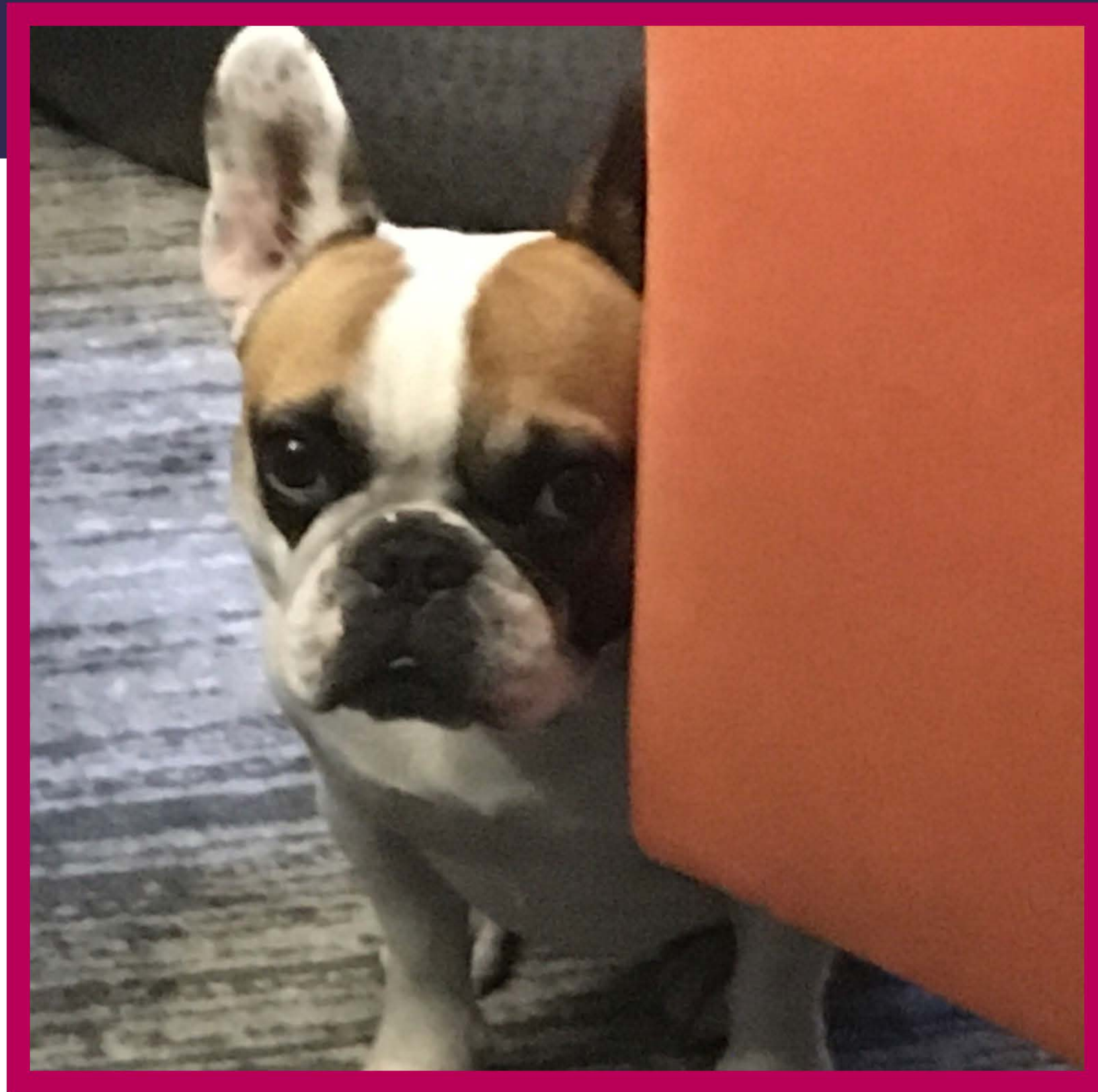
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# 3 C's of safety:

1. **Circular Commitment**
2. **Coaching Style**
3. **Consistency**

# Understandings:

- This is from my point of view, experience, and research.
- Not focusing on policies, procedures, and regulations.
- Focusing on People
- We care about people and each other.



**“The technical skills are very important in food safety, and we are constantly building them, but we are missing the human side.”**

**-Tia Glave, Catalys**

# Culture of Safety

Whose job or responsibility is safety at your workplace?

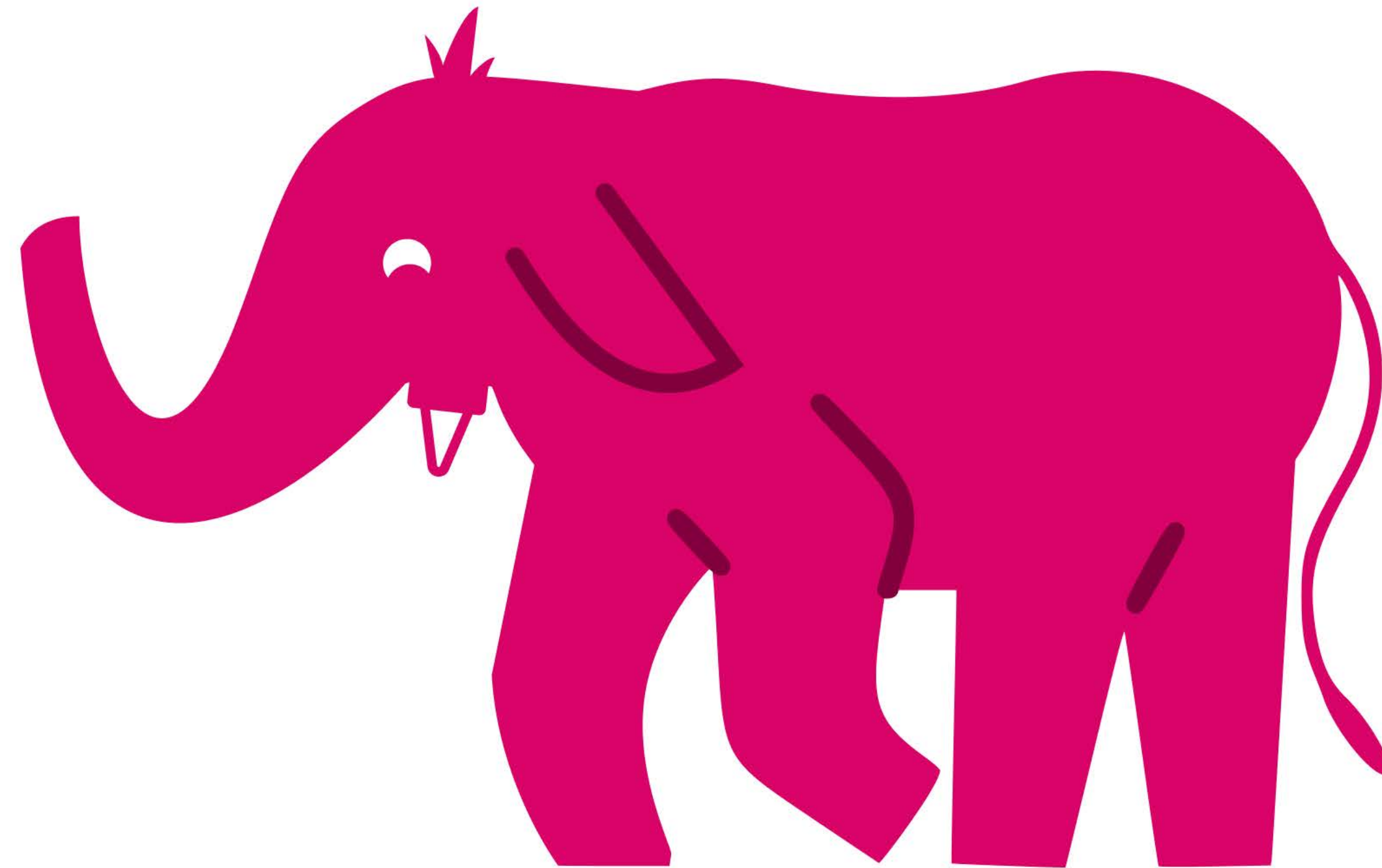
Whose job or responsibility is creating culture?



# Culture of Safety

**It's everyone's job!**

# Activity Time!



# Activity

What are some characteristics of the world's best place to work?

## Good Reputations:

- Zoom
- Thumbtack
- In-n-Out Burger
- Fidelity Investments
- Keller Williams
- Delta Air Lines
- Adobe
- Toast Inc
- Eli Lilly and Company

## Characteristics:

- Vision Alignment
- Open Communication
- Growth Opportunities
- Community Engagement
- Inclusivity Focus
- Embrace Feedback
- Work-Life Balance
- Recognition
- Employee Involvement
- Good Leadership Role Models

# Activity

What are some characteristics of a poor work environment?

## Bad Reputations:

- Fox Corporation
- Twitter aka X
- Meta
- Spirit Airlines
- TikTok
- BP
- Family Dollar
- Wells Fargo & Company
- Comcast

## Characteristics:

- Lack of Trust
- Poor Communication
- High Stress
- Burnout
- Negativity
- Discrimination
- Unhealthy Competition
- Ignore Safety Procedures, Lack Training
- Inadequate Equipment
- Pressure to Work Faster



# 3 **C**'s of safety:

1. **Circular Commitment**
2. **Coaching Style**
3. **Consistency**

# 5 Steps:

1. Defining your culture
2. Why it matters
3. Investment cost and return
4. Embracing a coaching style
5. Consistent Implementation



# Step 1: Defining your culture



Values, beliefs, attitudes, actions

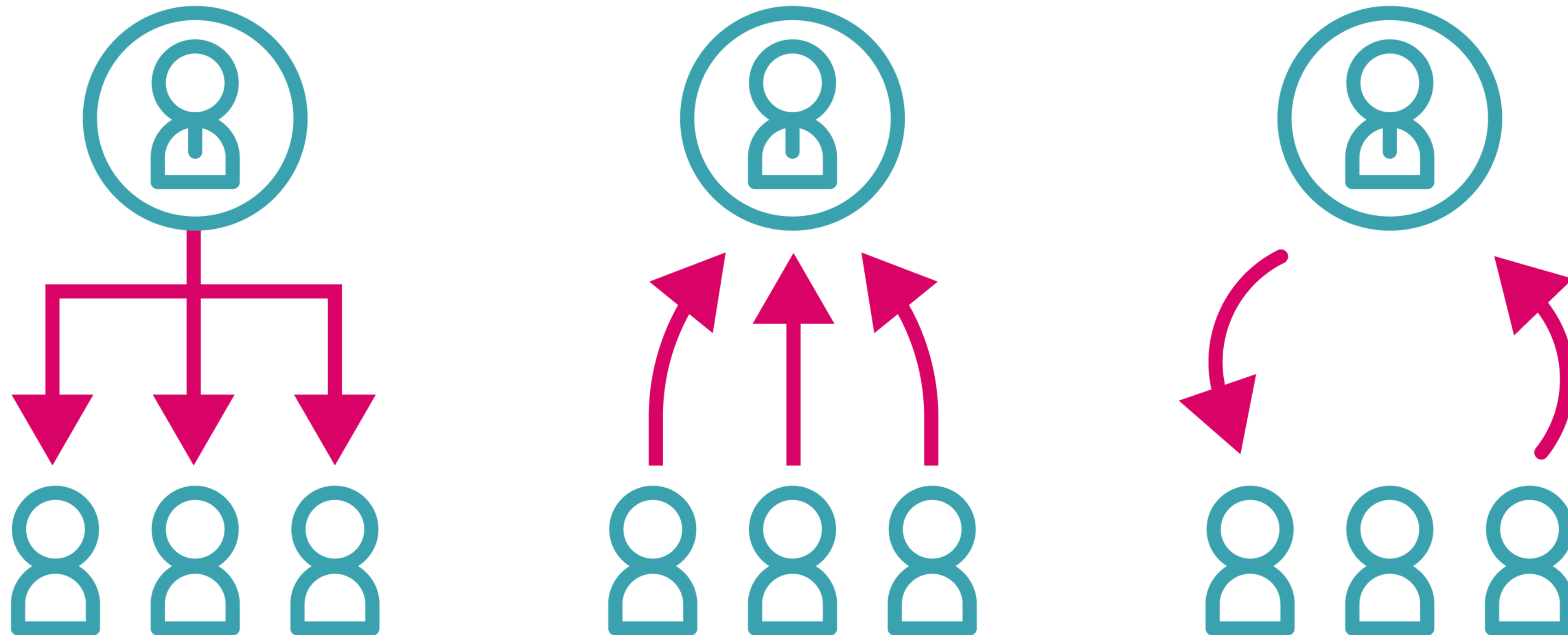
# Step 1: Defining your culture

Put aside your personal preference for safety



# Step 1: Defining your culture

Top Down, Bottom Up, Circular



# Step 2: Why it matters

A few reasons why:

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## Step 2: Why it matters

A few reasons why:

- Sets clear expectations
- Giving trust will earn trust
- Healthy workers, healthy company
- It's never wrong doing the right thing



# Step 3: Investment cost and return

- Investment Cost

# Step 3: Investment cost and return

- Investment Cost
- Return on Investment

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- Investment Cost
- Return on Investment
- Financial Implications

# Step 3: Investment cost and return

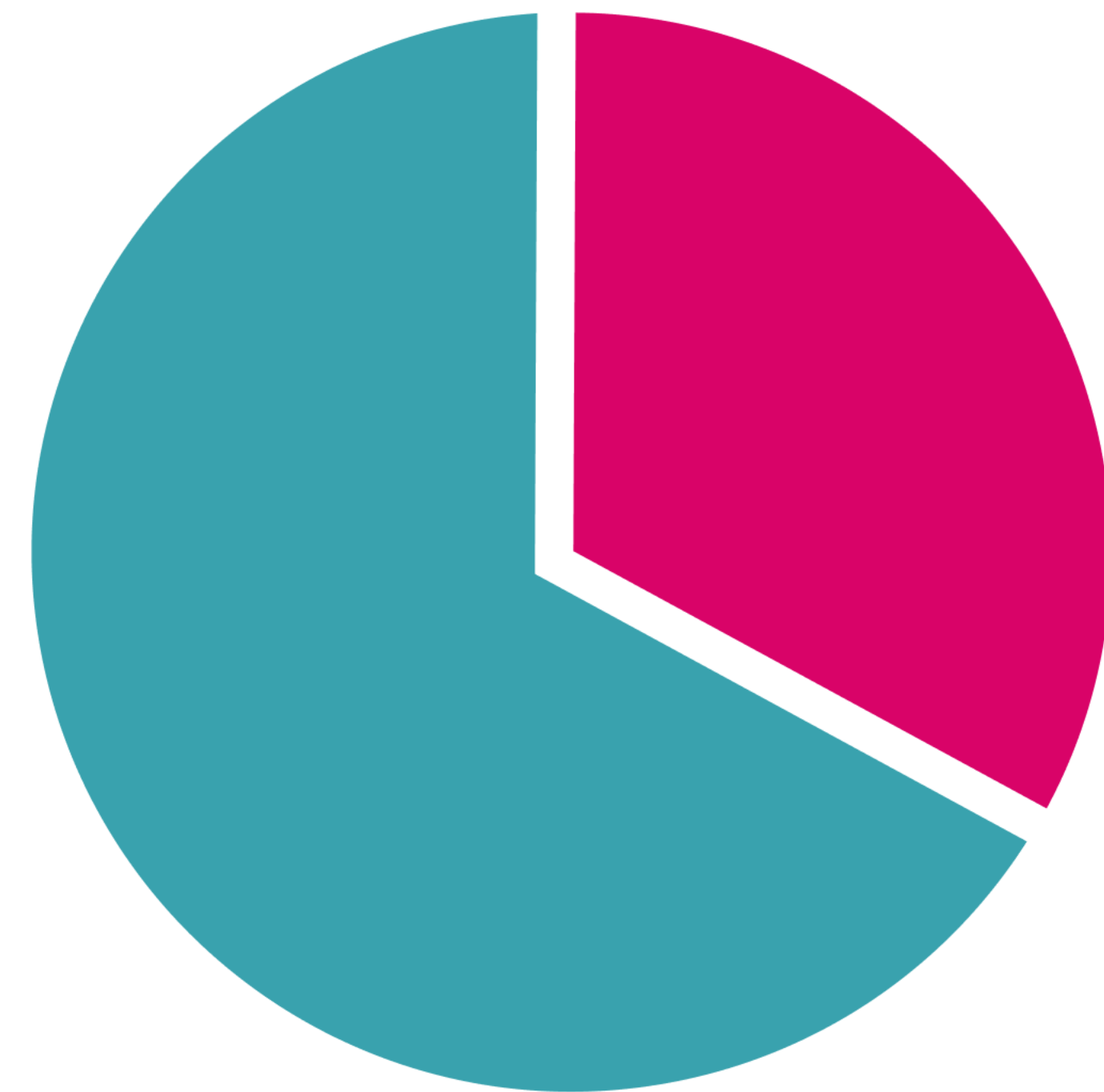
## Work Injury Costs - 2021

Total in 2021	-----	\$167.0 billion
Per worker	-----	\$1,080
Per Death	-----	\$1,340,00
Per medically consulted injury	---	\$42,000

Source: National Safety Council

# Step 4: Embracing a coaching style

In a recent Gallup study, it was found that only **32%** of employees are engaged. That's **68%** of employees that are not engaged.



Source: Gallup Study

# Ted Lasso Example



# Step 4: Embracing a coaching style

## 3 ways to embrace a coaching approach

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1. Ask & Listen



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2. Facilitate Contributions

# Step 4: Embracing a coaching style

## 3 ways to embrace a coaching approach

1. Ask & Listen
2. Facilitate Contributions
3. Challenge

# Step 5: Consistent Implementation

- Expectations, training, policies and procedures

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- Tools

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- Expectations, training, policies and procedures
- Tools
- Rewards

# Step 5: Consistent Implementation

- Expectations, training, policies and procedures
- Tools
- Rewards
- Communication

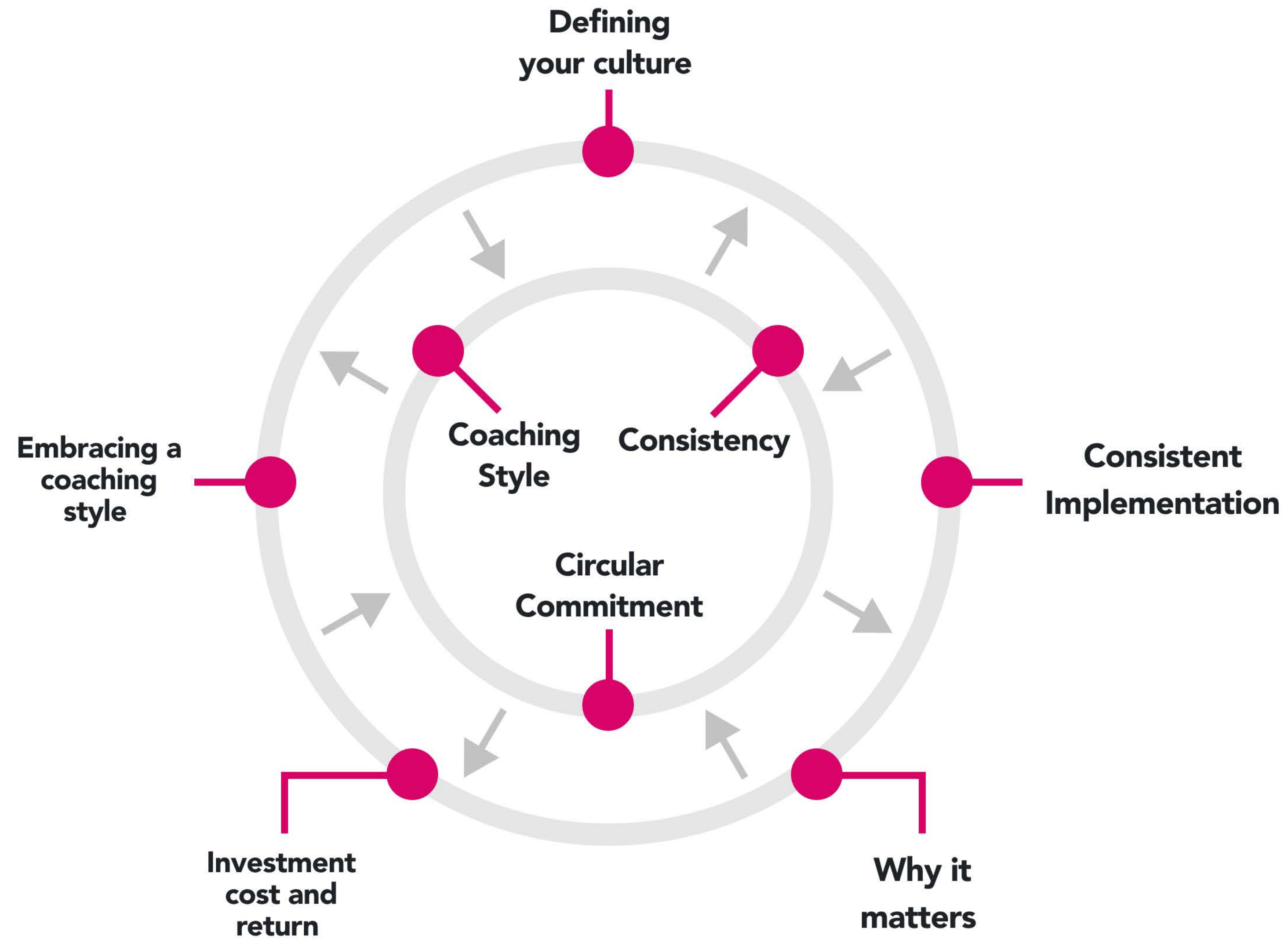
# Step 5: Consistent Implementation



**Do not block the exit.**



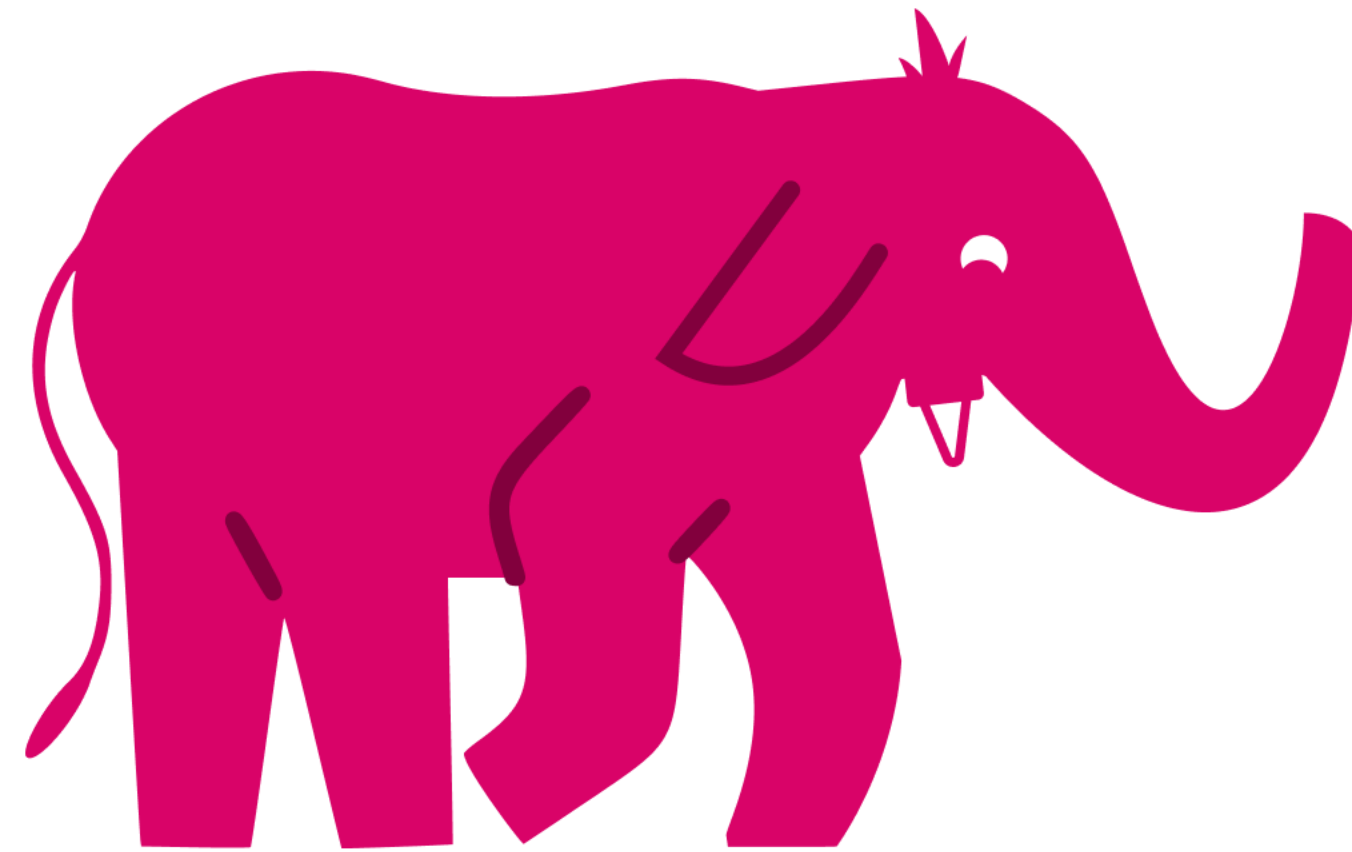
**Keep the exit clear.**





# Step 5: Consistent Implementation

**Safety is everyone's job!**



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# Resources

