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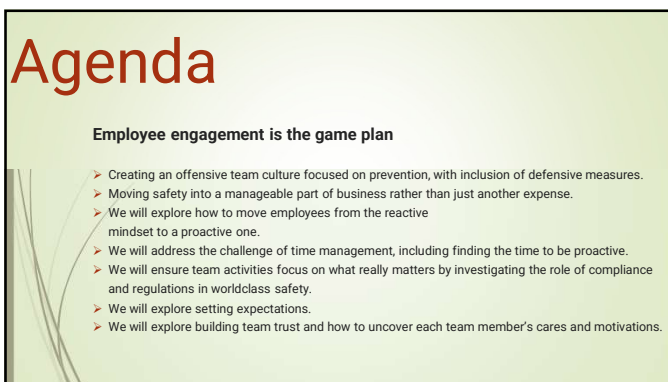
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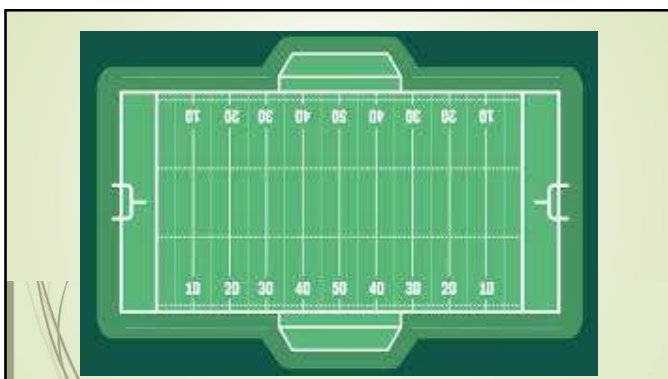
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<p><b>Creating an offensive team culture focused on prevention</b></p> <p><b>Defensive- reactionary with objective to get the offense back to prevention</b></p>	<p>Continuous improvement</p> <p>Team focus</p>
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<p><b>REQUIREMENT of a world class offense-based safety culture.</b></p> <p><b>Fully committing to the fundamentals that drive safety excellence.</b></p>	<p>Continuous improvement</p> <p>Team focus</p>
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<p><b><u>Safety Management - Management Leadership I</u></b></p> <p><b><u>Occupational Safety and Health Administration</u></b></p> <p><a href="https://www.osha.gov/safety-management/management-leadership">https://www.osha.gov/safety-management/management-leadership</a></p>
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Occupational Safety and Health Administration

### Management Leadership

Management provides the leadership, vision, and resources needed to implement an effective safety and health program. Management leadership means that business owners, managers, and supervisors:

- Make worker safety and health a core organizational value.
- Are fully committed to eliminating hazards, protecting workers, and continuously improving workplace safety and health.
- Provide sufficient resources to implement and maintain the safety and health program.
- Visibly demonstrate and communicate their safety and health commitment to workers and others.
- Set an example through their own actions.

<https://www.osha.gov/safety-management/management-leadership>

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### **Action item 1: Communicate your commitment to a safety and health program**

### **Action item 2: Define program goals**

### **Action item 3: Allocate resources**

### **Action item 4: Expect performance**

<https://www.osha.gov/safety-management/management-leadership>

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### **Action item 1: Communicate your commitment to a safety and health program**

A clear, written policy helps you communicate that safety and health is a primary organizational value –as important as productivity, profitability, product or service quality, and customer satisfaction.

<https://www.osha.gov/safety-management/management-leadership>

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Management must be consistent with **the message**

- Safety is not just a priority
  - Priorities change
- Safety is not just first come
  - PPE is for everyone
  - Going home safely is for everyone
- Safety is not just job-one
  - It is also job 2 + every job during the day
  - It is also task 1
  - It is also task 2 + every task during the day

**Safety is a value**

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**Action item 2: Define program goals**

By establishing specific goals and objectives, management sets expectations for managers, supervisors, and workers and for the program overall. The goals and objectives should focus on specific actions that will improve workplace safety and health.

<https://www.osha.gov/safety-management/management-leadership>

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**Action item 2: Define program goals (Applied)**

**ZERO ACCIDENTS**

Establish realistic, measurable goals for improving safety and health.

Goals emphasizing injury and illness prevention should be included rather than focusing on injury and illness rates.

Develop plans to achieve the goals by assigning tasks and responsibilities to particular people, setting timeframes, and determining resource needs.

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**Action item 3: Allocate resources**

Management provides the resources needed to implement the safety and health program, pursue program goals, and address program shortcomings when they are identified.

<https://www.osha.gov/safety-management/management-leadership>

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**Action item 3: Allocate resources(applied)**

**Is there a safety budget?**

**Are goals set by top management?**

**How can employees provide feedback on their needs?**

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**Action item 4: Expect performance**

Management leads the program effort by establishing roles and responsibilities and providing an open, positive environment that encourages communication about safety and health.

<https://www.osha.gov/safety-management/management-leadership>

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**Action item 4: Expect performance(applied)**

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**Regulatory responsibility and beyond.**

Fire extinguisher check off record?  
 Eye wash station check record?  
 Key Performance Indicator/goals for the team?  
 Who schedules and performs safety drills?  
 Who has what responsibilities in their performance goals/responsibilities?  
 Housekeeping?

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**Moving safety into a manageable part of business rather than just another expense.**

Cost to implement safety is the time and resources = savings

Workers Compensation and MOD/EMR cost

MOD/EMR rate of 1.25 x industry premium of \$500,000= \$625,000 paid

MOD/EMR rate of .75 x industry premium of \$500,000 = \$375,000 paid

= \$250,000 potential savings goal

Cost not to implement safety time and resources = cost

Morale when employee's experience injuries or loss of a coworker

Productivity loss due to modified duty and lost time.

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Values are influenced in large part by those held by those in charge—

The supervisors and managers have the most interaction and the most influence.

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How to move employees from the reactive mindset to a proactive one.



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My guy A Homer Simpson - how to take the abuse? 

My guy B Socrates eating a tomato - how to say things? 

My guy C Oprah Winfrey- everybody gets PPE 

My Guide = work instruction/SOP trainer/mentor/manager  
manufacturer's manual Learning Management System(LMS)

My GuidE = everyone working together as a team to ensure  
everyone goes home safely.

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Challenge of time management, including finding the time to be proactive.

## Exercise-

Group(s) performs RCA with corrective and preventative actions

Group(s) performs Hazard analysis with recommendations to prevent

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Manager plans time and works it into their schedule. Preventative actions are in their control.

Reactive = on demand RCA and "choice" of when is dictated by upper managers as a result of injuries and reaction to cost or disruption to normal business.



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Team activities focus on what really matters by investigating the role of compliance and regulations in world class safety, setting expectations, building team trust and how to uncover each team member's cares and motivations



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Signs and warnings as part of the offense



"Do not move poster. There is nothing behind this poster."

The defense includes machine guarding, policies and procedures and is there to keep the offense in the game.

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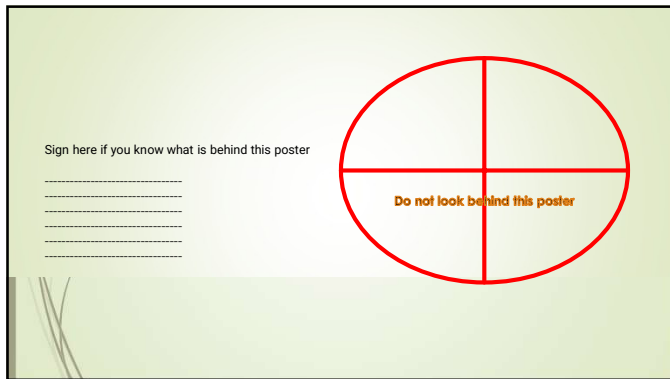
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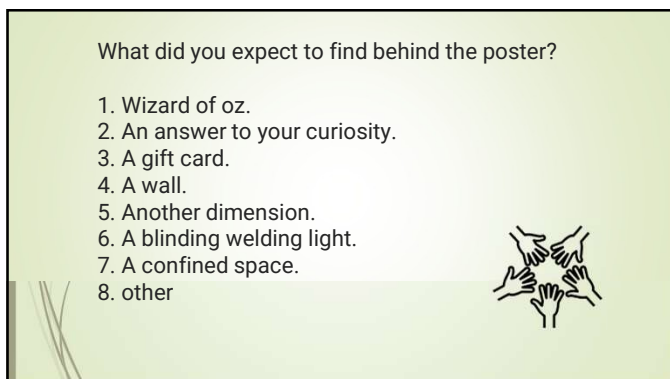
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"They may forget what you said,  
but they will never forget how you  
made them feel."

— Carl W. Buechner



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"They may forget what you said,  
but they will never forget how you  
made them feel."

— Carl W. Buechner



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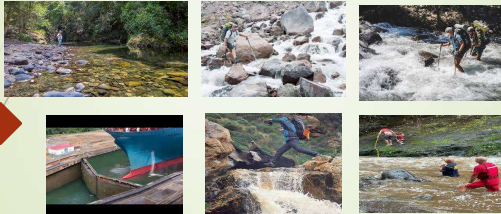
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"They may forget what you  
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"They may forget what you said, but they will never forget how you made them feel."

– Carl W. Buechner



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#### Front line managers

They should be able to :

- communicate effectively,
- motivate
- provide feedback
- recognize great work
- create a culture of **safety** and respect in the workplace.



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Provide structure and guidance to the frontline managers.

EHS Software for Managing Risk, Compliance & Workplace Safety

Housekeeping checklist

Clearly defined expectations.



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March 2025 Safety and Health magazine,  
Richard Hawk suggest a few informal  
ways to encourage participation in safety.

Ask: "Have you done anything you're proud  
of lately?"

"Show recognition during safety meetings"

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■ We are here to help and support!

■ Team Play is essential to our safety culture!

■ Every one of us sets the bar of acceptable vs  
unacceptable.

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## Recap

### Employee engagement is the game plan.

- Create an offensive team culture focused on prevention, with inclusion of defensive measures
- Move safety into a manageable part of business rather than just another expense.
- Move employees from the reactive mindset to a proactive one.
- Address the challenge of time management, including finding the time to be proactive.
- Ensure team activities focus on what really matters.
- Set expectations,
- Building team trust and uncover each team member's cares and motivations.

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