

INTENTIONAL & EFFECTIVE SAFETY LEADERSHIP

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Question:

- What are the Top Three (3) items that you spend your time on...
- What are the Top Three (3) items that you WANT to spend your time on, related to Occupational Safety and Health....




Leadership by...

- Accident?
- Default?




True Leadership requires
Purpose and *Intention*
In even the most simple actions.




Definitions

- Purpose –
 - something set up as an object or end to be attained : intention
 - resolution, determination
- Intention –
 - a determination to act in a certain way : resolve
 - what one intends to do or bring about



What Can I Do To Become A
More Purposeful or Intentional
Safety Leader?



Becoming Intentional...

1. **Cultivate Self Awareness**

- Perform a fair and honest assessment of your own leadership behaviors
- Examples



Becoming Intentional...

2. **Develop Your Vision**

- What does Safety look like now?
- What would Safety success look like?



Safety Vision Statement

- What should it include?

- Have you outlined your Safety Vision?



Example Safety Vision Statement

"Safety is our highest priority. We are uncompromising in our commitment to the health and safety of our employees, subcontractors, customers, and community. We will continually improve our processes, demonstrate leadership, and promote comprehensive safety. We will require individual accountability, expect all employees to adhere to our safety standards, and actively participate in and support the advancement of our health and safety practices. Safety is the responsibility of all employees, including both top management and the individual employee. We will work together to achieve our goal of obtaining recognition as a Star Worksite in the Voluntary Protection Program (VPP) of OSHA. Everyone is responsible for achieving zero incidents resulting in a SAFE day, a SAFE tomorrow, a SAFE year, and a SAFE career."



Becoming Intentional

3. Build a Plan for Delivering Your Safety Vision

- Integrate Safety into production and quality
- Identify routine Safety activities that will "move the needle"
- How do you make sure your vision is being achieved?



Becoming Intentional

4. Integrate safety conversations into your everyday work

- Provide feedback and direction on employee exposure

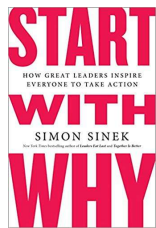


Being Intentional Is Great...
But What Can I Do To Become More Effective?



First Why, Then Trust

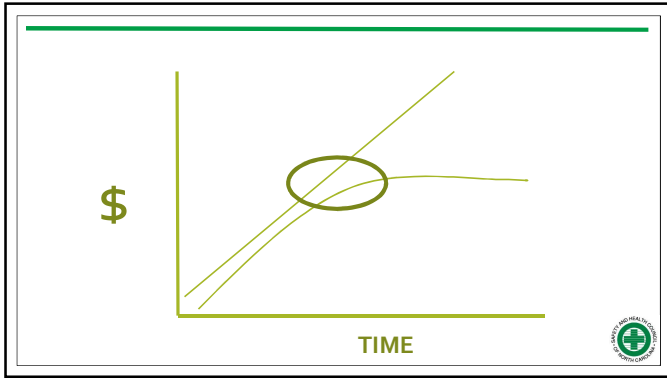
- Simon Sinek
- *Start With Why*



What Leaders Need To Understand...


- Shared Belief Matters...
- Creates Trust






Examples of Split

- In 1985, Steve Jobs left Apple and the company margins began to erode, sales diminished and Apple stock declined, and Steve Jobs came back.
- Michael Dell left Dell and the company missed several sales or earnings projections. Then it grappled with the recall of several million defective batteries in laptop computers. Add to that an SEC investigation and Dell had to come back



And now it is happening to US...

- 1947
- 1950's
- 1960's
- 1970's
- 1980's
- 1990's



“The only thing that really grows in organizations or societies where they go through a split is that the distrust increases.”



Technology: Good or Bad?

- Good at:
 - Fast exchange of info and ideas
 - Speeds Transactions
 - Helps resourcing and finding people
- Not so good at:
 - Creating human connections
 - Building trust



Relating to Each Other & Empathizing



- Mirror Neurons
- Creates Empathy
- Necessary to create Trust

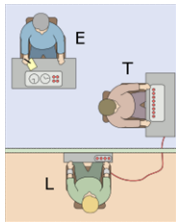


Leadership Vs. Authority

- Bloggers Convention?
- Nothing replaces human contact
- Leadership and Authority



An Experiment



- E = Examiner
- T = Teacher
- L = "Student"
 - Actor/Examiner's Confederate



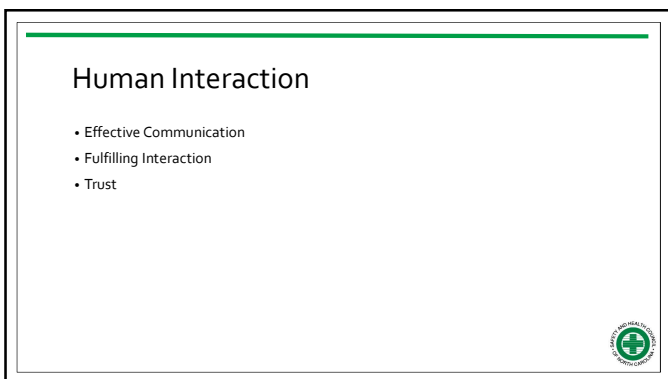
Think about Business today...

- Done on Screens
- Customer Service
- Personal interaction a luxury?











**Leadership Requires Trust -
To Build Trust You Must Have Human Interaction**




Full Circle...

- To be Effective we must be Intentional
- To be Intentional, we must:
 - Cultivate Self Awareness
 - Develop our Safety Vision
 - Build A Plan to Achieve your Safety Vision
 - Integrate Safety into Every Day Interactions



Full Circle

- To have Effective Interactions, We Must Build Trust
- Trust is Best Built with Physical, Not Technological Interactions
- Empathetic Leadership helps overcome the "Split"
- They have to know that you Care before they can care what you Know



**To be an Effective Safety Leader
You Must Generate Intentional,
Human Interactions.**

**They Must Trust Your Motives
Before They Will Follow Your Direction.**