



ProAct Safety's 11th Annual BBS Conference

Pre-Conference: Monday, April 16th

12:00pm - 1:00pm	<i>Registration</i>
1:00pm - 5:00pm	Behavior-Based Safety (BBS) 101

General Conference Day 1: Tuesday, April 17th

7:30am - 8:30am	<i>Registration/Continental Breakfast</i>
8:30am - 8:45am	The Big Picture: BBS' Role in Safety Culture Excellence
8:45am - 10:15am	Deadly Sins & Vital Signs: Killing & Reviving Processes
10:30am - 11:30am	Observation & Feedback: Cop or Coach
11:30am - 1:00pm	<i>Networking Lunch</i>
1:00pm - 2:30pm	Process Indicators: Quality, Quantity or Transformative?
2:45pm - 4:00pm	On the Horizon - What Lies Ahead for Behavioral Safety

General Conference Day 2: Wednesday, April 18th

8:00am - 8:30am	<i>Continental Breakfast</i>
8:30am - 10:00am	Company Politics, Snipers & Lessons Learned
10:15am - 11:30am	Motivating & Managing Support: Incentives & Rewards
11:30am - 1:00pm	<i>Networking Lunch</i>
1:00pm - 2:30pm	Identifying & Creating Action Plans
2:45pm - 4:00pm	Open Q&A with Terry L. Mathis & Shawn M. Galloway

Post-Conference: Thursday, April 19th

8:00am - 8:30am	<i>Registration</i>
8:30am - 4:00pm	Advanced Cultural & Behavioral Tactics - Finding New Results
	Leadership Safety Coaching: Teaching Supervisors to be Safety Coaches

PRE-CONFERENCE SESSIONS

Behavior-Based Safety (BBS)

This session is designed to be an introduction to the rationale and practice of BBS for newcomers and a thorough review for participants at the workforce and management levels.

The supporting roles of management and supervisors will be discussed. The support roles in BBS are less active than the participants' roles, yet more critical for success and sustainability. In addition to understanding what BBS is and how it works, managers and supervisors need to know the rationale for having a process and the strategies for ensuring it is successful.

Being well grounded in the principles and practices is a basic need for success to both those who are implementing or renewing BBS processes. The course will cover every major facet of BBS including the following:

- The philosophy and science behind BBS
- The rationale and ROI (return on investment) of BBS
- What leads to union resistance and how to involve unions for support
- Selection criteria and functions of a BBS Steering Team/Committee
- Time-away-from-work requirements of Steering Team members and Observers
- Key roles, responsibilities and expectations (RREs) of those participating in the process
- Manager's and Supervisor's support roles
- The responsibilities and benefits of employees in a BBS environment
- Start-up cycles for BBS from implementation to maturity
- How to communicate BBS to the workforce
- Support and resources needed by the process to ensure success
- How to posture BBS in relation to other safety efforts and programs
- How BBS impacts safety culture and how to utilize BBS as a safety culture building tool
- How to keep the process results oriented
- How to guarantee process sustainability
- How to refresh and renew an existing BBS process

Attendees will be thoroughly versed on the basics of BBS to either return to a project or attend the Annual BBS Conference with purpose and focus.

GENERAL CONFERENCE SESSIONS

The Big Picture: BBS' Role in Safety Culture Excellence

Every organization should have a strategy for safety improvement that includes creating an excellent safety culture. What part can a Behavior-Based Safety process play in the execution of this, and what are the potential benefits of using BBS in such a strategy? This session explores the big picture of safety strategy and the specific role of BBS.

Deadly Sins & Vital Signs: Killing & Reviving Processes

BBS processes have some extremely vital “do’s and don’ts” that can determine success or failure. Learn how to recognize the deadly sins and the vital signs that reflect these critical elements so you can reassess your process to make sure you are doing (and not doing) these critical things.

Observation & Feedback: Cop or Coach?

Still focused on the number of observations? It is time to help observers really make a difference, not just hit target numbers and go through the motions. Turning observers into effective safety coaches is the key. Moreover, it might set a great example for managers and supervisors who could use a change in style!

Process Indicators: Quality, Quantity or Transformative?

What are the metrics that tell you if you are working your BBS process effectively? Are you measuring the right things in your own BBS process? Learn what they are and how they are best measured for both quantity and quality.

On the Horizon: What Lies Ahead for Behavioral Safety

No one knows for sure what the future holds, but it is important to look forward and predict what BBS will look like in the future and what role it will continue to play in safety and culture improvement. Preparing for inevitable changes will make your future smoother and more successful. Listen to the experts who have successfully predicted most of the changes in BBS for the past 18 years.

Company Politics, Snipers & Lessons Learned

Almost every BBS process has been held hostage or misused for some kind of company political goal. There are even people who work to make BBS fail. Most processes survive these attacks and continue improving safety. Hear stories that will help you avoid this history from repeating itself in your organization.

Motivating & Managing Support: Incentives & Rewards

How can your BBS process actually manage the level of support it receives from supervisors and managers? How can you change incentive and reward systems to align with BBS and avoid the pitfalls most programs experience? Listen to and participate in this lively discussion of the issues and opportunities.

Open Q&A with Terry L. Mathis and Shawn M. Galloway

This last session of the conference is an opportunity to address questions directly to the Principals of ProAct Safety in an open forum. This is an excellent chance to finalize your plans to utilize what you have learned at the conference, get answers to any remaining questions, and bounce your plans and ideas off the experts.

POST-CONFERENCE SESSIONS

Advanced Cultural & Behavioral Tactics – Finding New Results

Use the latest Behavior-Based Safety Technologies for spearheading safety process improvement, borrowing proven techniques from Lean Manufacturing, Six Sigma, and experiences from over 1,500 successful implementations.

Create a customized plan to assess and improve site and/or organizational safety culture. Common myths about safety culture will be dispelled and a good working definition will be developed to empower understanding and customization. Assessment methodologies will be discussed and compared and each participant will see how to best determine the cultural strengths and improvement opportunities.

Based on the assessment findings, plans will be formulated to find the most practical and effective strategies to build on cultural strengths and address weaknesses. Opportunities will be investigated to utilize other site improvement initiatives to aid in the cultural improvement plans. All plans will conclude with measurement strategies to ensure long-term change viability and early identification of problems.

Leadership Safety Coaching: Teaching Supervisors to be Safety Coaches

Supervisors constantly communicate priorities and strategies to their workers, whether they intend to or not. With training, supervisors can take active control of the messages they send to promote safety as an organizational value. They can set levels of expectation that point everyone in the direction of safety excellence and exert a positive influence on the formation of safety culture.

Most supervisors don't have the latest training and tools for coaching workers to perform their jobs safely. Becoming an effective coach can leverage a supervisor's influence to make significant gains in accident reductions. Coaching skills also improve other areas of performance including quality and productivity as well as safety. The benefits to the organization impact almost every area of human performance.

The training contains the latest behavioral coaching techniques and directly applies them to improving safety. A model for counseling problem employees or addressing serious safety situations is also included. The design of the training utilizes advanced learning techniques and helps attendees to apply the models in the classroom to reality-based scenarios right out of the workplace.