

Safety Excellence Webinar Series

A Proven Framework for Safety Culture Assessments (31 min)

Cultures are most commonly defined as common practices, shared attitudes, and perceptions that influence behavioral choices at work and away. Experience has taught us that several things influence a culture, such as location, leadership, supervisory styles, peer pressure, workplace conditions, and logistics, to name a few.

Assessing the safety culture often provides valuable, actionable insight to those serious about achieving and sustaining safety excellence. Through a coordinated assessment process, a safety culture can be measured, managed, transformed and sustained. After gaining a better understanding of the assessment's significant findings, the critical few findings that have the potential for the greatest transformational impact on improving the site's safety culture are identified, prioritized, and addressed. This webinar provides a framework, guiding you through an approach that has proven successful in over 1,000 locations around the world.

90 Minutes to Safety Culture ExcellenceSM (90 min)

Great organizations will reach an important realization: safety excellence is business excellence. Having a desire for such a reality is step one. Knowing where to focus your energy, steps two. Internalizing the capability to achieve and repeat the results is the final step. Improving safety culture requires strategically prioritizing effort that accomplishes measureable objectives. Safety cultures can be measured and improved, but not without a clear and concise strategy. Full of case studies and based on the strategic methodology outlined in the book he coauthored, *STEPS to Safety Culture Excellence*, the pioneer of Safety Culture Excellence[®] podcasting will share key focus points from 1000 hours of recorded podcasts over 2000 global projects.

Integrating Lean and Safety – Myths and Practical Strategies (35 min)

If your organization has embraced lean technology and you have not adapted your safety programs to match, this webinar is for you. Learn how to apply the basic lean principles to your safety improvement efforts and gain the synergy and momentum of having safety aligned with the way you approach production excellence. Also reap the benefits of making safety efforts more efficient and effective by removing wasted effort.

Stop Trying to Create a Safety Culture – Evolve the One You Have (51 min)

Safety culture has become the new catch phrase, program focus and desire of global executives often express, "We need a safety culture!" Safety culture is not new. Stop trying to create it. Safety goals should not be focused on the creation of a safety culture, rather on strategically improving the influential one that already exists. Rather than questioning if you have a safety culture, ask, "Are we managing our safety culture, or being managed by it?"

The Transformational Leader: From Hands and Feet to Hearts and Minds (61 min)

The most effective leaders are the ones who focus on continuously developing their people, not just themselves. They inspire excellent performance in others. They move the team from a "have-to" to a "want-to" culture. They realize that sustainable excellence comes from a motivated and inspired workforce. It is not the result of behavioral manipulation or managed delegation. All leaders face challenges that intensify with each new hypercompetitive priority. The successful leader of tomorrow must become transformational to succeed.

STEPS – Shaping the Future of Safety Excellence (63 min)

One of the most significant differentiators of successful organizations in safety is the way safety is strategically managed. How clear is your strategic direction and how well can employees easily see the role safety plays within it? Everyone wants excellence in safety performance and safety culture, yet often forget excellence is not just about results. Rather, it is the confidence and ability to articulate why great results were achieved and the knowledge of how to repeat and measurably advance year after year.

Creating and Sustaining Safety Culture Excellence (60 min)

Excellence in performance is only obtained through highly-functioning cultures. Cultures can be leveraged to obtain significant results, but only if there is a clear understanding of the starting point, the destination, and the overall executable strategy. Leadership must realize they are not only responsible for the culture of the organization, but also how it is managed, to drive breakthrough performance. Learn how best-performing organizations develop strategies to achieve the most effective sustainability mechanism in safety: a culture of excellence.

Contractor Safety Performance – A Framework for Managing Expectations (59 min)

Assuring that these third parties meet defined safety performance criteria can be extremely challenging. Do you hold contractors accountable for maintaining certain incident rates or what they do to achieve them? How do you select contractors that are a good fit from a safety standpoint? Are your safety practices uniform, or are there different expectations for contractors and employees?

Teaching Supervisors to be Safety Coaches (60 min)

There is a vast difference between managing for compliance and coaching for performance. Supervisors influence worker behavior perhaps more than any other level in an organization; yet, most supervisors have not received formal training on coaching and effective performance feedback skills. Discover steps to take supervisors from cops to coaches, and identify how to transfer these strategies throughout the workplace, ensuring more effective and results-oriented supervision methodologies.

Safety Measurements: Boring, Uninspiring and Fear-Inducing (62 min)

Is measurement used to hold people accountable for what they did well, or what they did wrong? Are you motivating the culture to work harder to fail less, or achieve success? The purpose of safety measurement is to focus, align behaviors, initiatives and processes and most importantly, excite people about safety and the important role it plays in work and home. Learn how to create actual excitement around safety measures and do what they are supposed to do – motivate continuous improvement!

Be an Inspired Safety Leader (61 min)

Many of those who lead safety make common mistakes that can undermine what they are trying to accomplish. Some actually damage their own safety programs while trying to improve them. Good intentions are not enough! You have to follow some simple guidelines and avoid the common flaws that can be detrimental to safety leadership efforts. A little attention to detail can produce drastically improved results.

Developing a Safety Excellence Strategy (58 min)

Organizations must maintain a memorable framework to base decisions, prioritize initiatives and measure progress, not just results. Failing less, achieving zero incidents, new programs, developing leading indicators,

building a sustainable safety culture are all great initiatives and goals, but they are not strategies. ProAct Safety will share a strategy framework and execution methodologies to better influence your path towards sustainable excellence in safety performance and culture.

Sustainable Excellence Results from Coaching, Not Policing (61 min)

Working only to obey the rules and wear PPE typically creates minimal-effort safety cultures without proactive employees. Is your goal to exercise control over your employees or to create a motivated workforce inspired to go above and beyond and continuously ask, “Are we currently the best we can be?” Learn how to evolve from managing compliance to coaching for discretionary performance, vital to achieve excellence in safety.

Zero Incident Goals Create Risk-Taking Cultures – Learn to Measure What Matters (62 min)

Zero incident programs and goals are the desires of average safety culture, not excellently-performing ones. Organizations that have achieved sustainability of excellent results in culture and performance define, measure and motivate what they want, rather than what they don't. Is health the absence of visible disease? This session clearly outlines the difference and provides a framework to achieve and measure sustainability, the biggest differentiator.

Leading in Difficult Times (59 min)

Lack of job security, new financial pressures, business and economic disruption and uncertainty is today's reality for many organizations and the people within. Remaining positive and focused is a challenge for even the best leaders. This presentation explores leadership tactics, strategies, mindsets and lessons-learned across multiple industries during the financial collapse of the late 2000s and how they must be applied to facilitate a rebound.

Failing Less is NOT a Safety Strategy (62 min)

Based on a best-read article in Industry Week, this talk dispels the myth that a goal is a strategy and discusses the commonalities of strategies that are creating effective focus in four organizations with truly excellent safety performance. This combination of strategic comparison and contrasts based on case studies will send you back with a new definition of safety strategy and a list of potential elements and metrics that could help you develop or improve your own strategy.

Incentives, Rewards & Recognition: What to Do & What Not to Do (61 min)

Many efforts for improving safety performance include rewards or incentives. While the theory of incentivizing safety is well intentioned, the practice varies from effective, to ineffective, to harmful. The correct use of motivational strategies for safety is critical to the accomplishment of safety excellence in any organization. If you are like many companies, you have probably experienced widely differing results with many of the off-the-shelf programs available. Consolidating these various strategies into a coherent and effective set of best practices is becoming increasingly important because of the tendency of incentive programs to either fail or go horribly wrong. If you already have a program of rewards or incentives for safety in place, don't suddenly stop it. This can do more damage than good. The best approach is to transition your existing program into a more effective program over time. The guidelines shared in this session are designed to help make the best use of safety motivational strategies.

Using Near-Miss Data for Successful Loss Control (58 min)

Using incident data to improve safety is nothing new. However, when the goal is attained and your accident data starts to lose its statistical significance, what can be done? Near-miss data can help fill in gaps left by dwindling incident rates, and provide clear information with which to focus. But near-miss data is problematic to gather and often misinterpreted. Learn how to avoid common problems and take an important step toward more proactive safety metrics.

Hiring with Safety in Mind: Risk-Takers Need Not Apply (50 min)

With each new hire, have you introduced a complimentary safety mentality that will enhance the culture, or a new element of risk? Hiring with safety in mind is critical to reach and sustain excellence. Participants will be provided proven practical approaches ensuring risk is stopped at the employment door. Selecting and developing employees is where the ultimate criticality lies in sustaining occupational safety excellence. Once a new employee enters the workplace, most organizations deploy mechanisms to ensure they are onboarded (assimilated into the cultural norms and performance expectations) in an efficient and effective manner. On the journey to excellence, is this an opportunity missed? With this new hire, have you introduced a complimentary safety mentality that will enhance the culture, or inadvertently introduced a new element of risk? This talk presents proven strategies to ensure safety is always a part of the hiring process, thus stopping risk-takers at the employment door.

The Vital Yet Misunderstood Role of Competency (54 min)

There is more to guaranteeing completion of effective training than a signature that it occurred. Achieving compliance and sustainable excellence in performance and culture requires a focus on continuously assessing for and ensuring competency. Many organizations have yet to confirm the critical knowledge transfer results from training initiatives. Moreover, most of these training programs do little to establish the necessary skills and reinforce for sustainability. This presentation focuses on identifying the many components of an effective competency program.

Using Social Media to Communicate Safety Messages in the Workplace (52 min)

Communication is a critical part of an effective safety program. There are many new ways in which to communicate critical or other issues via social media. Social media offers several advantages over more traditional media, which presents some significant opportunities for better, more effective safety communication.