



Presentation for HR That Works
2008

Greatest Lessons Learned in Achieving Safety Success

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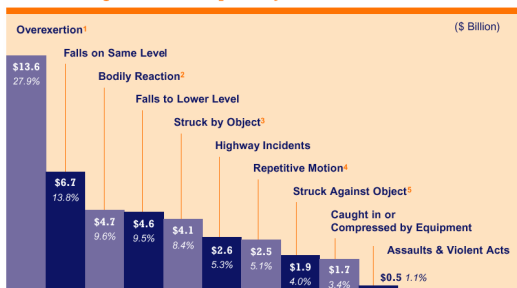
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U.S. Injuries at a Glance

The 10 leading causes of workplace injuries in 2004



Between 1998-2004 the US lost almost 20% of its manufacturing jobs and created eight million service positions

Creating an Effective Workplace Safety Program

All workplace safety programs must contain:

1. Management commitment and responsibility
2. Employee involvement
3. Work-site analysis
4. Hazards recognition and resolution
5. Training and education
6. Recordkeeping

Lesson 1

Organizations are run by the cultural rules of the workplace

- Safety leaders shape/create a safety culture – this takes precedence over everything else
- Safety by example
- Policies and procedures are important... but not nearly as critical as a positive safety culture... 65 MPH

Lesson 2

Showing people that you care about them usually spurs them on to better safety performance

- The Hawthorne Effect or "Somebody Upstairs Cares" syndrome
- A few examples
- So, how do you show you care about safety or injured employees?

Lesson 3

Preferred source of information should be the supervisors

- Berkeley and Intracorp employee surveys
- Role as safety leader
- Importance of training supervisors

Lesson 4

Live the values – privately and publicly

- Being a safety leader and professional is a choice... not simply a position
- Safety leadership is about being visible and viable
- Network among other safety professionals, and stay engaged in the safety community

Lesson 5

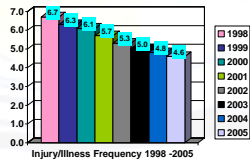
Have employees involved in a commitment to safety

- Survey your employees for their opinion/perception of company safety and your effectiveness
- Don't assume losses are a part of doing business... help your employees see this through education
- Three things "I" will do to remain safe on the job

Lesson 6

Properly use information when measuring success

- Count safe activities (versus injuries) as true measurement of success
- Exercise caution in using injury data to measure success
- Use wellness as an approach to safety



Exercise caution in using injury data to measure success
*BLS Statistics – Total case injuries/illness 1998-2005

Lesson 7

Reward and celebrate what you want to reinforce

- Make examples of good behavior
- Consider incentive programs
- Celebrate success!

Greatest Lessons Learned in Achieving Safety Success...

1. *Organizations are run by the cultural rules of the workplace.*
2. *Showing people that you care about them usually spurs them on to better safety performance*
3. *The preferred source for information should be their Supervisors.*
4. *Live the values - privately and publicly.*
5. *Have employees to make a commitment to safety.*
6. *Properly use information when measuring success.*
7. *Reward and celebrate what you want to reinforce.*

Additional Resources

- Workplace Safety: A Guide for Small and Midsized Companies (available in all major book stores and online at Amazon.com and Barnes and Noble)
- www.workplacesafetynow.com
- www.osha.gov
- www.bls.gov
- www.libertymutual.com
- Insurance Agent or Carrier Loss Control department



For additional information...

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