

Developing a Safety Culture THAT PAYS!

Sam Lines, MBA, Lean 6 σ Master Black Belt

Engineering Manager

Concrete Sealants, Inc.

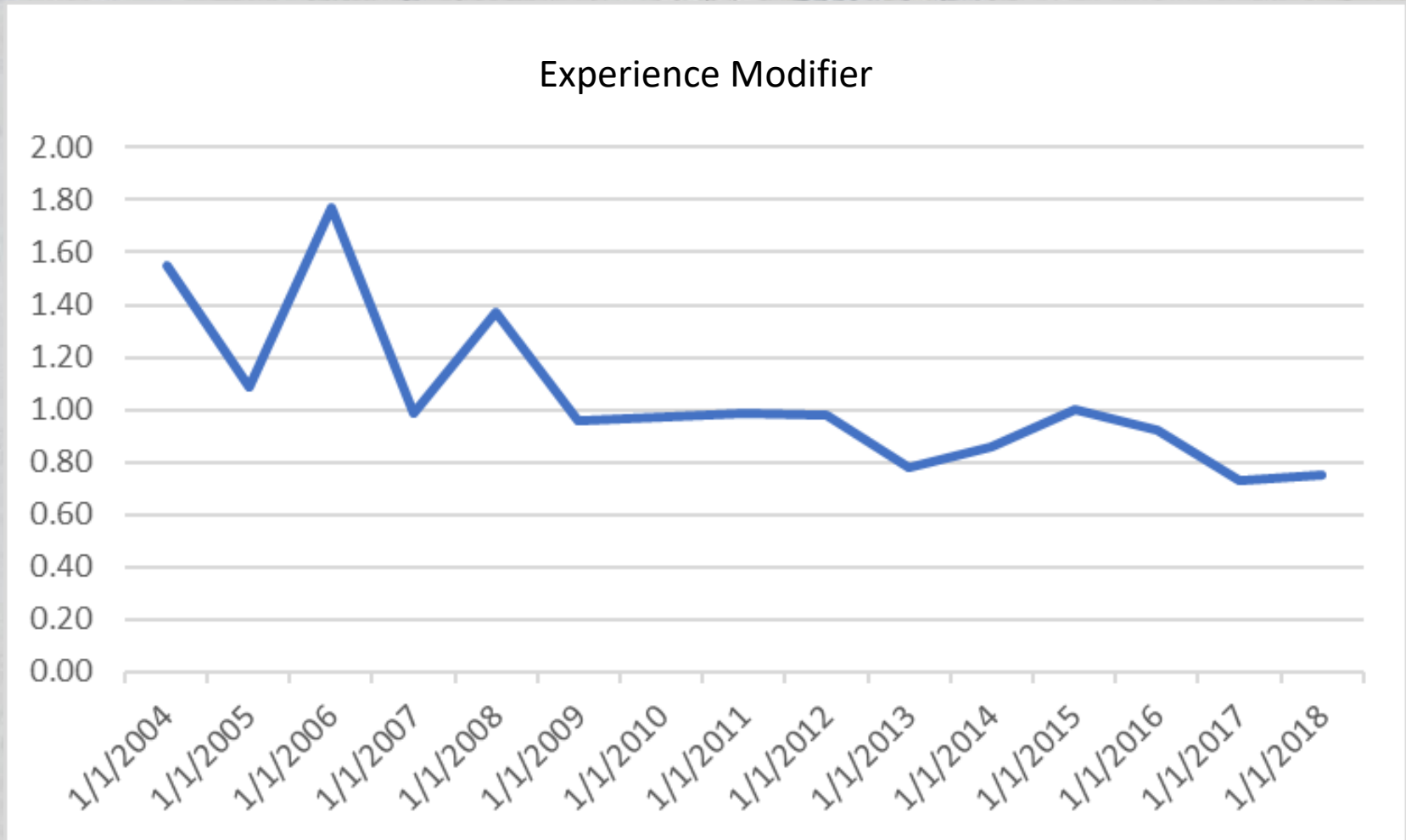
slines@conseal.com

www.linkedin.com/in/samjlines

The General Duty Clause - Sec. 5(1)

- Each **employer** shall furnish to each of his employees employment and a place of employment which are **free from recognized hazards** that are **causing or are likely to cause death or serious physical harm** to his employees;
- Each **employer** shall **comply with** occupational safety and health **standards** promulgated under this Act.
- Each **employee** shall **comply** with occupational safety and health **standards** and all **rules, regulations, and orders** issued pursuant to this Act which are **applicable to his own actions and conduct**.

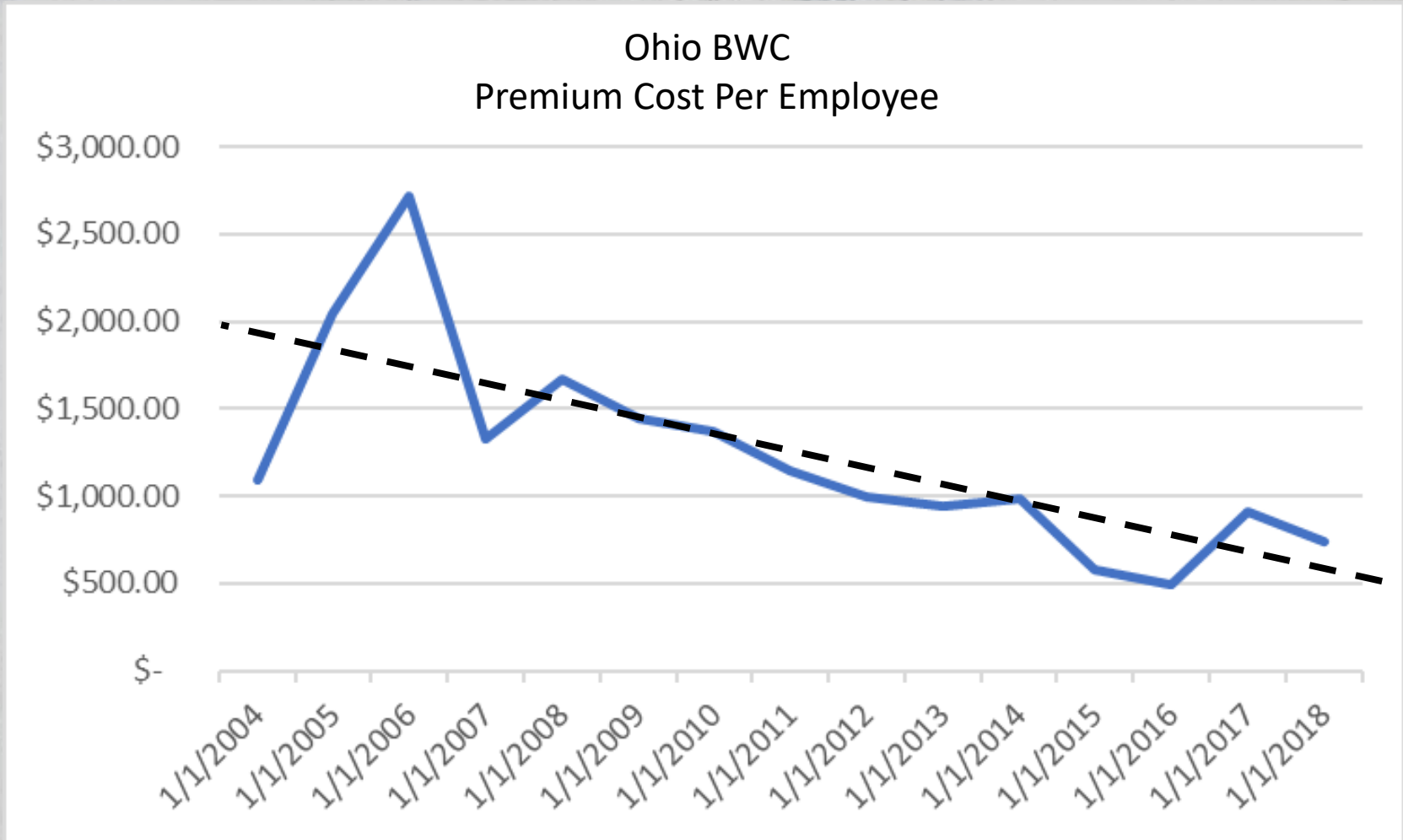
Risk Has Been Reduced Over Time



OSHA Statistics Trends

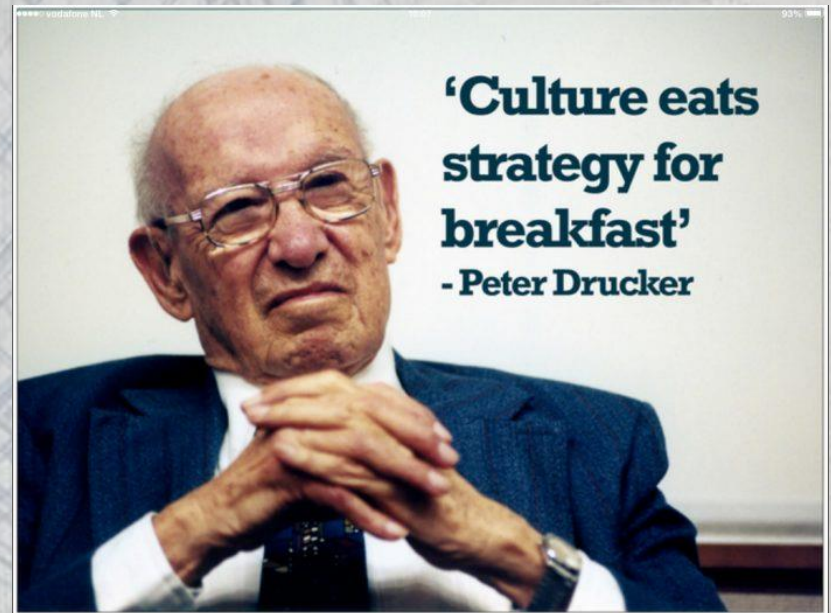


Historical Trends at ConSeal

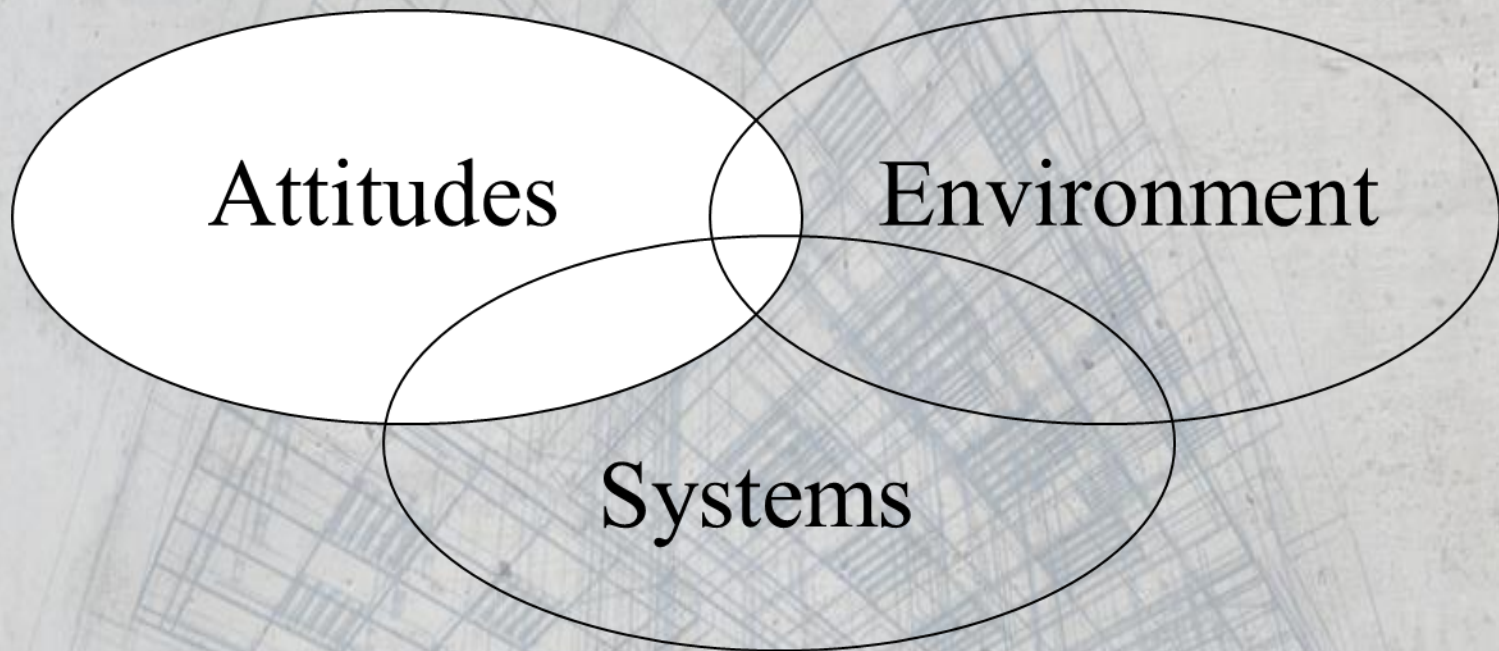


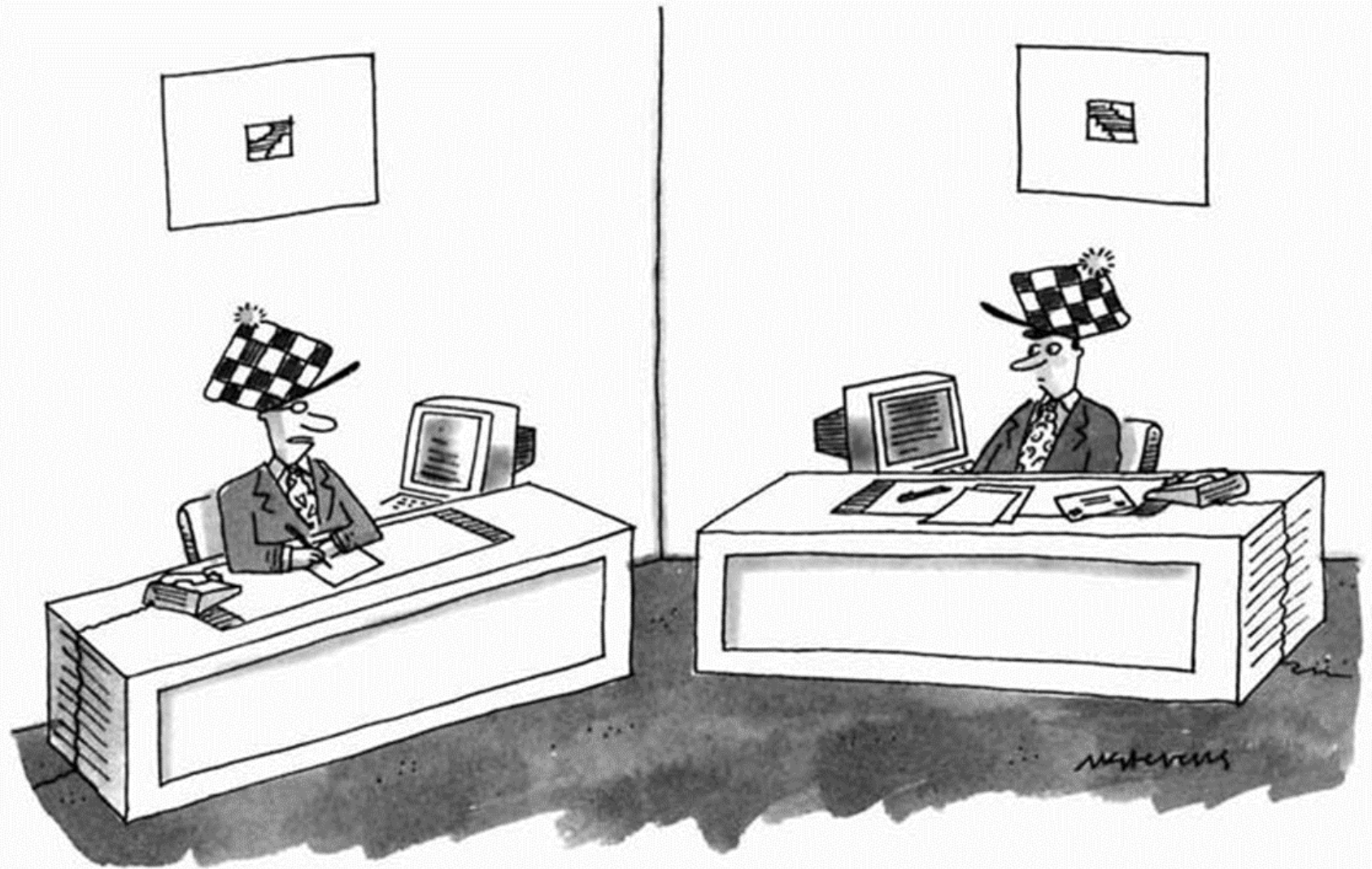
What is a CULTURE

- the beliefs, way of life, art, and customs shared and accepted by people.
- the attitudes and beliefs about something of people.



Factors in creating Culture





"I don't know how it started, either. All I know is that it's part of our corporate culture."

Safety Culture

“A safety culture is an organizational atmosphere where safety and health is understood to be, and is accepted as, a high priority”.



Which is the number one priority?

- SAFETY
- QUALITY
- PRODUCTION
- CUSTOMER SATISFACTION

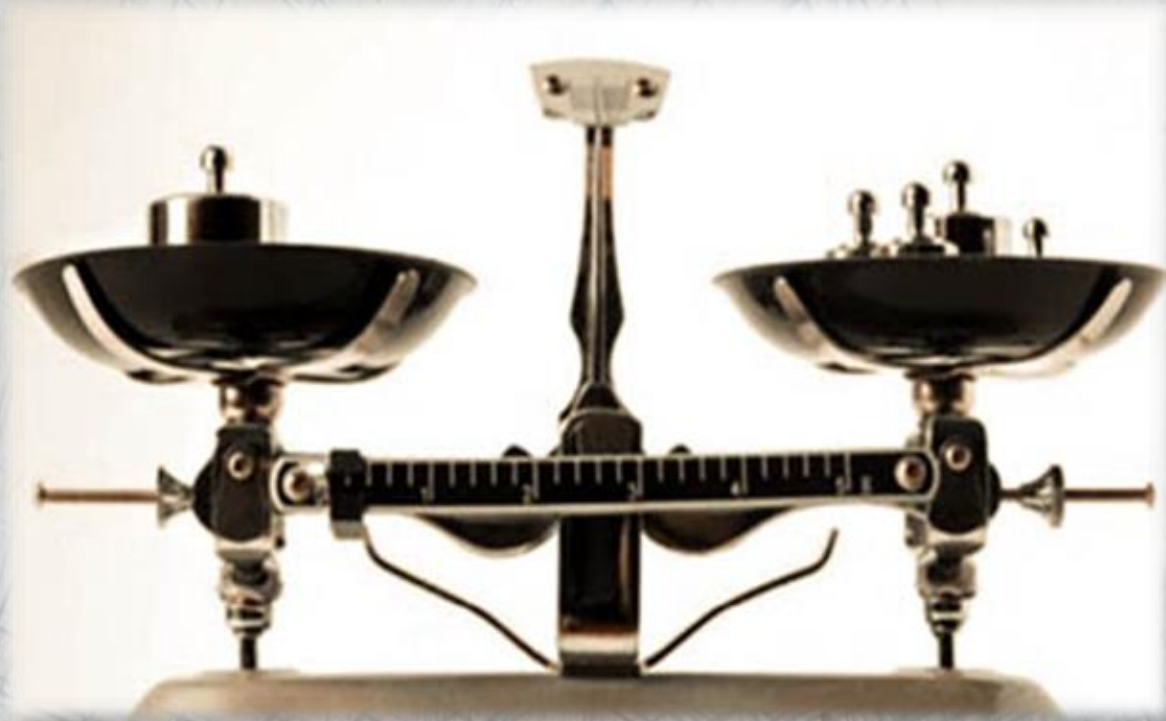


The reality is...

You cannot eliminate all risk.
Some risk will ALWAYS be present.

You CAN manage risk.

Everything in balance



How do you get there?

- Elements of an effective Safety Culture:
 - Care about people
 - Create relationships
 - Coaching
 - Be visual
 - Create the environment
 - Stop “at risk” behavior

Care About People

“People don’t care how much you know until they know how much you care.”

-Theodore Roosevelt



Don't yell, cuss, and fuss



Choose Clean Language

Sticks and stones may break my bones, but words will never hurt me. Correct?



Choose Clean Language

Sticks and stones may break my bones, but words will never hurt me.

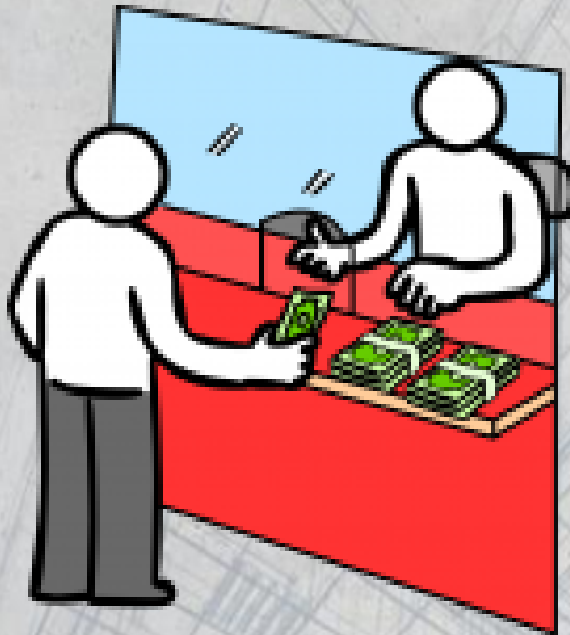
FALSE!

Create a Relationship

A relationship creates common empathy among different people. You still might not like what they have to say, but you might see their point.



The Emotional Bank Account



DEPOSITS



WITHDRAWALS

A Relationship Builds Trust



Coach for Performance

Teach the behavior you want.

LEARN

TEACH

Coach for Performance

Explain why.

BUT WHY?



Coach for Performance

Know your team, treat them differently.

- People come to work with “baggage”; learn to recognize this. Create a way to deal with it.



Be Visual

Walk the floor.



Be Visual

Assign other “watchers” in the plant.



Be Visual

Immediately stop “at risk” behavior”



Be Visual

Make it personal.



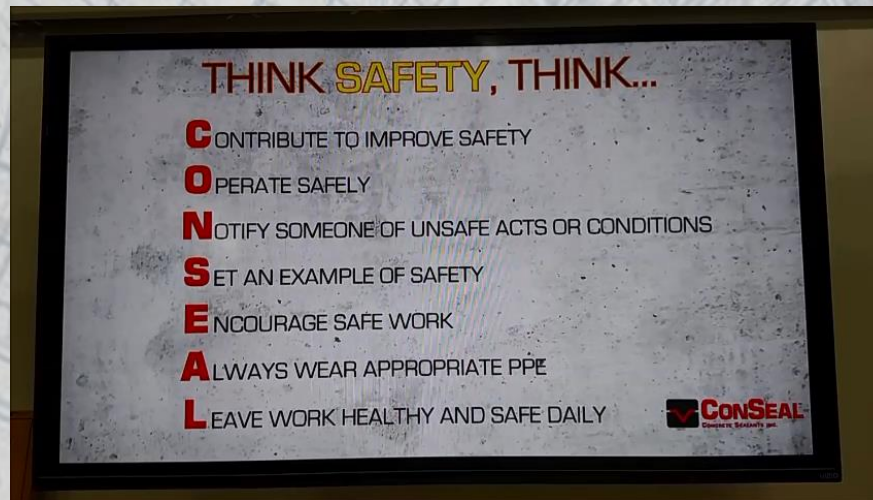
Create the Environment

- Signs, posters, and other visual messages
- Change the message often

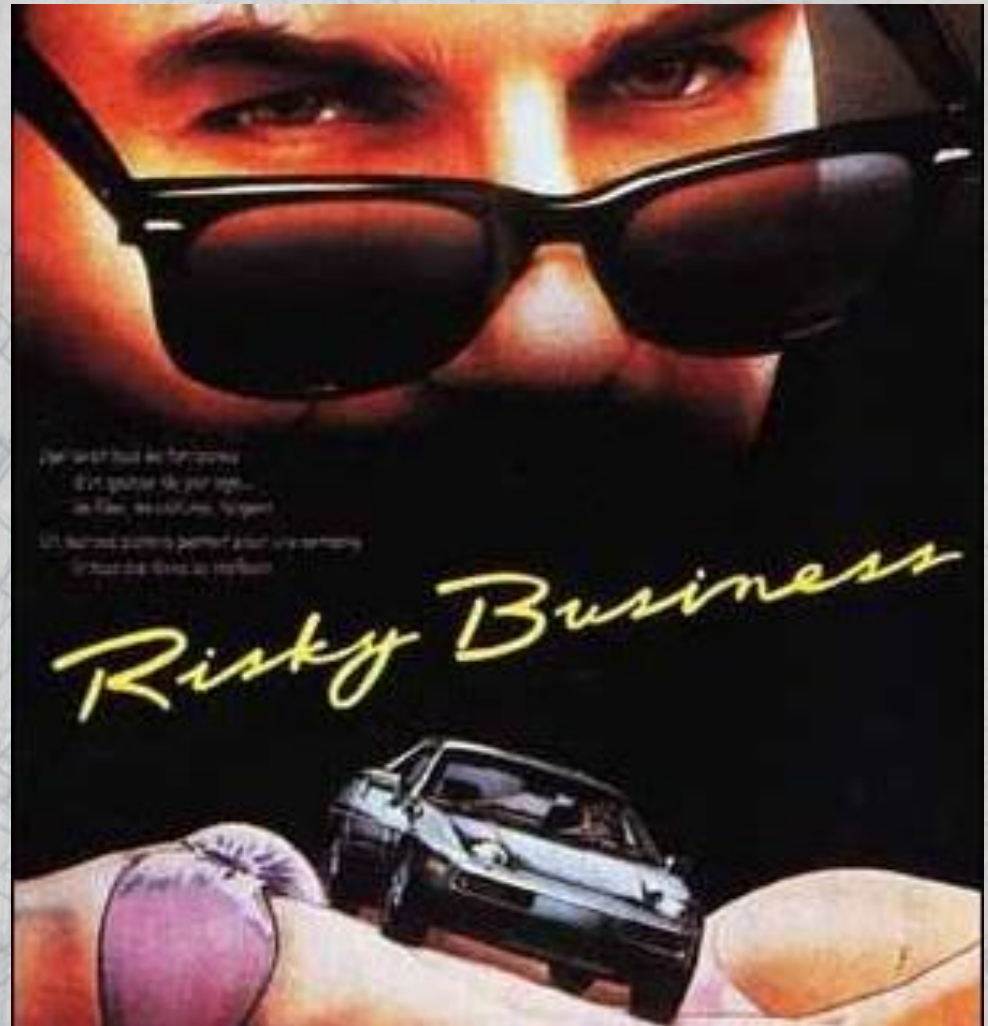


Create the Environment

- Use dynamic tools
 - Digital sign boards
 - Visual effects, lights, signals
 - TV with messages connected to the internet



Stop At Risk Behavior





Stop “At Risk” Behavior

- “Seasoned” employees
 - “I’ve done this a thousand times.”
 - “It’s never happened, it won’t happen.”



Stop “At Risk” Behavior

- “Seasoned” employees
 - “I’ve done this a thousand times.”
 - “It’s never happened, it won’t happen.”
- New Employees
 - They don’t know what they don’t know.



>90 days



<90 days



Visitor

Teach Risk Awareness

- Tell employees what can happen.
- Create a sense of urgency.
- Connect the impact to family.
- Show a different outcome.



The Glass Ceiling

- Safety will only rise to the level allowed by the owner / senior manager.



Developing a Safety Culture

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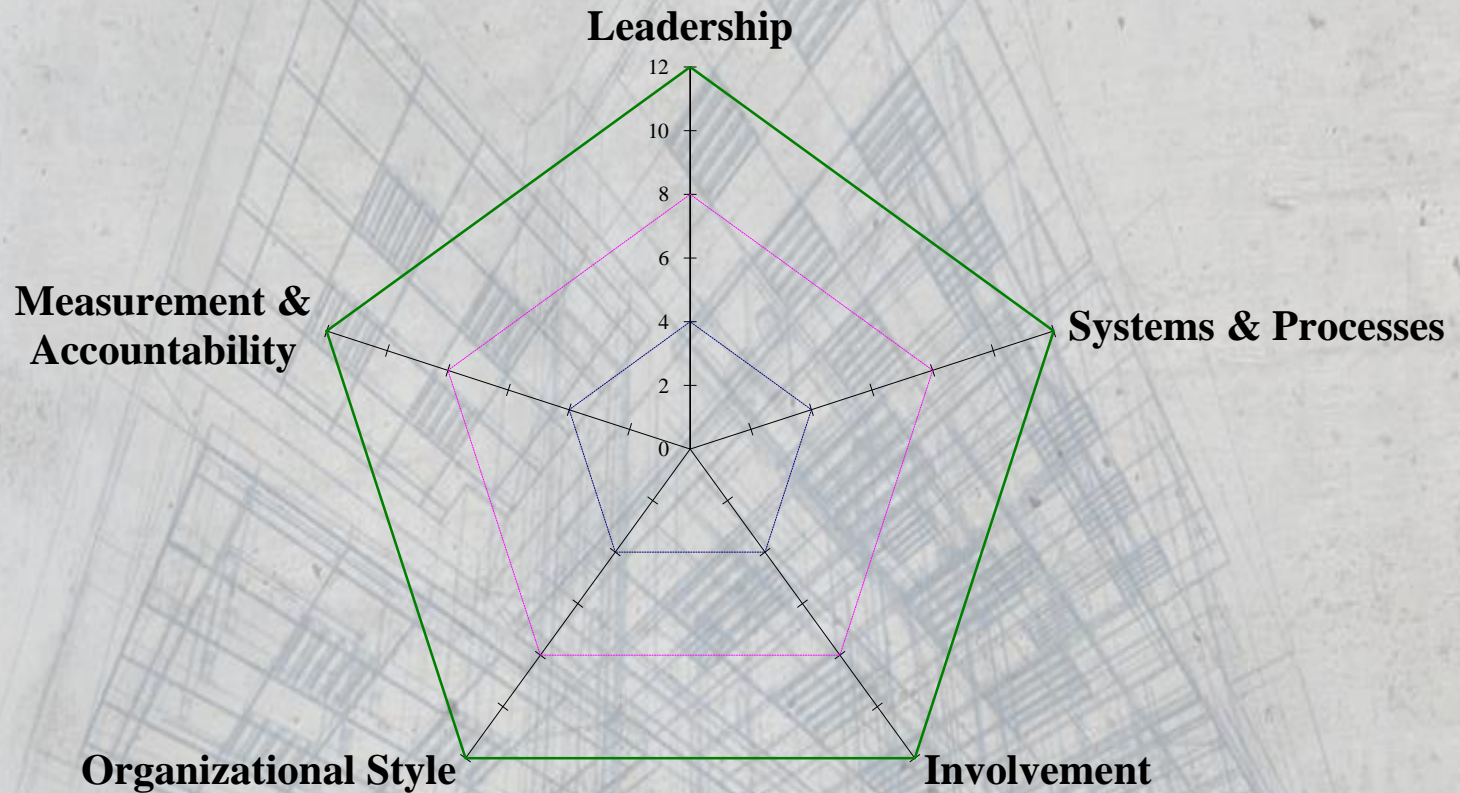
How is safety in your plant?

Measure safety effectiveness using the safety wheel.

Assessing Your Safety Culture

- Do this exercise on your own
- Using the safety culture wheel:
 - Rate your company on four statements in five categories
 - Using the results, determine the safety culture gaps.

The Safety Culture Wheel



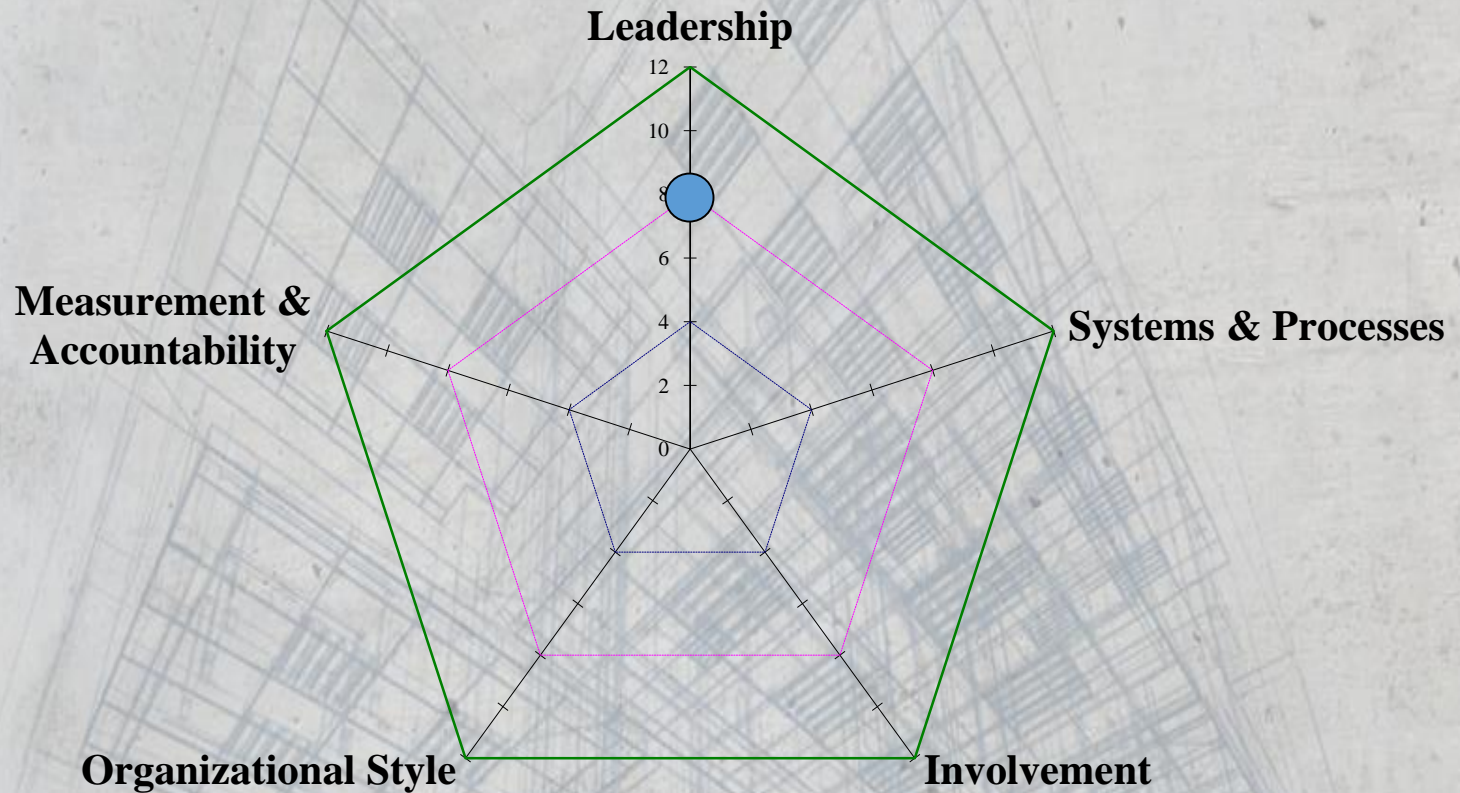
The Safety Wheel Instructions

- Consider the questions in each category.
- Rate your company on a scale of 0 – 3.
 - 0 = Weakness
 - 1 = Some aspects covered
 - 2 = Could be improved
 - 3 = Strength
- Total the points in each category (12 points max.)
- Plot the sum of each category on the wheel.
- Draw a line to connect the points.

Leadership

- _Leadership commitment to safety is active, visible and lively.
- _A clear and inspiring vision has been established for safe performance.
- _Safety is viewed and treated as a line management responsibility.
- _Safety is clearly perceived as an organizational value on the same with productivity and quality.
- _TOTAL POINTS

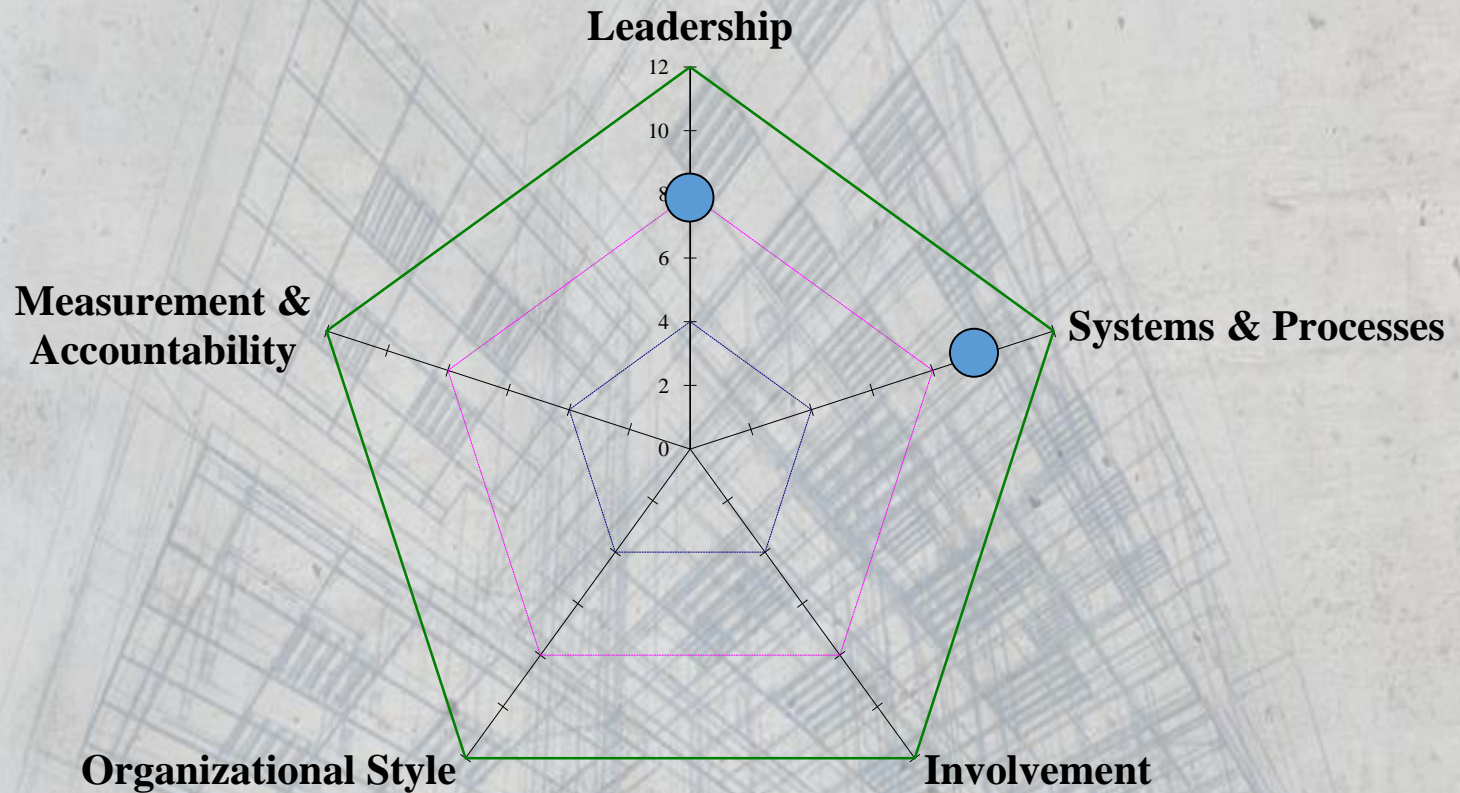
The Safety Culture Wheel



Systems and Processes

- _ Supervisors and workers partner to find and correct systems causes of incidents.
- _ Communication systems are abundant, effective and flow well in all directions.
- _ Training systems deliberately and systematically create competency for the right people at the right time.
- _ Safe operating procedures and policies are clearly defined and communicated.
- _ TOTAL POINTS

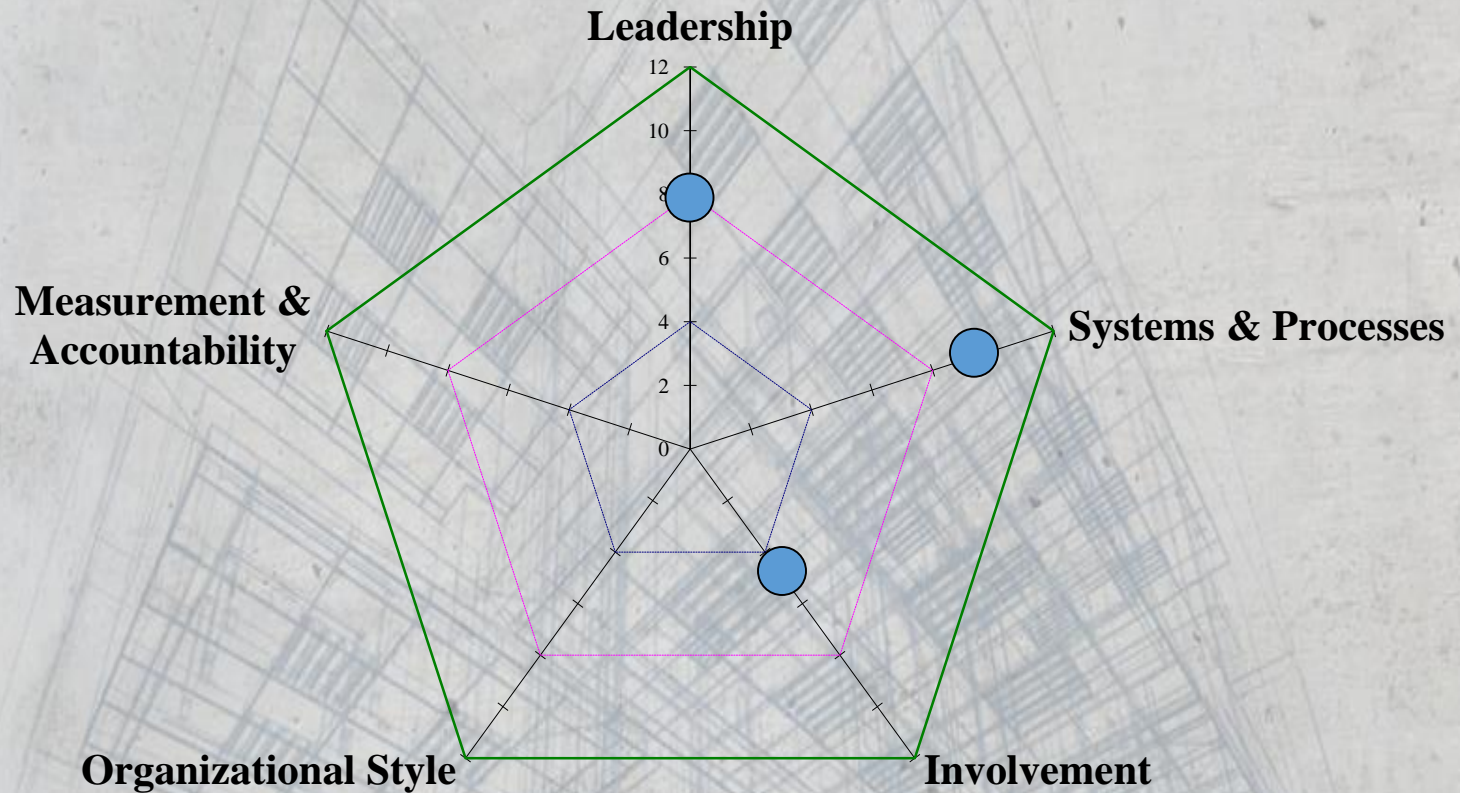
The Safety Culture Wheel



Involvement

- _Workers are skilled at problem solving and decision making.
- _Labor and management work together to address safety systems issues.
- _Team orientation achieves involvement and cooperation.
- _Innovation, participation and suggestions are encouraged at all levels.
- _TOTAL POINTS

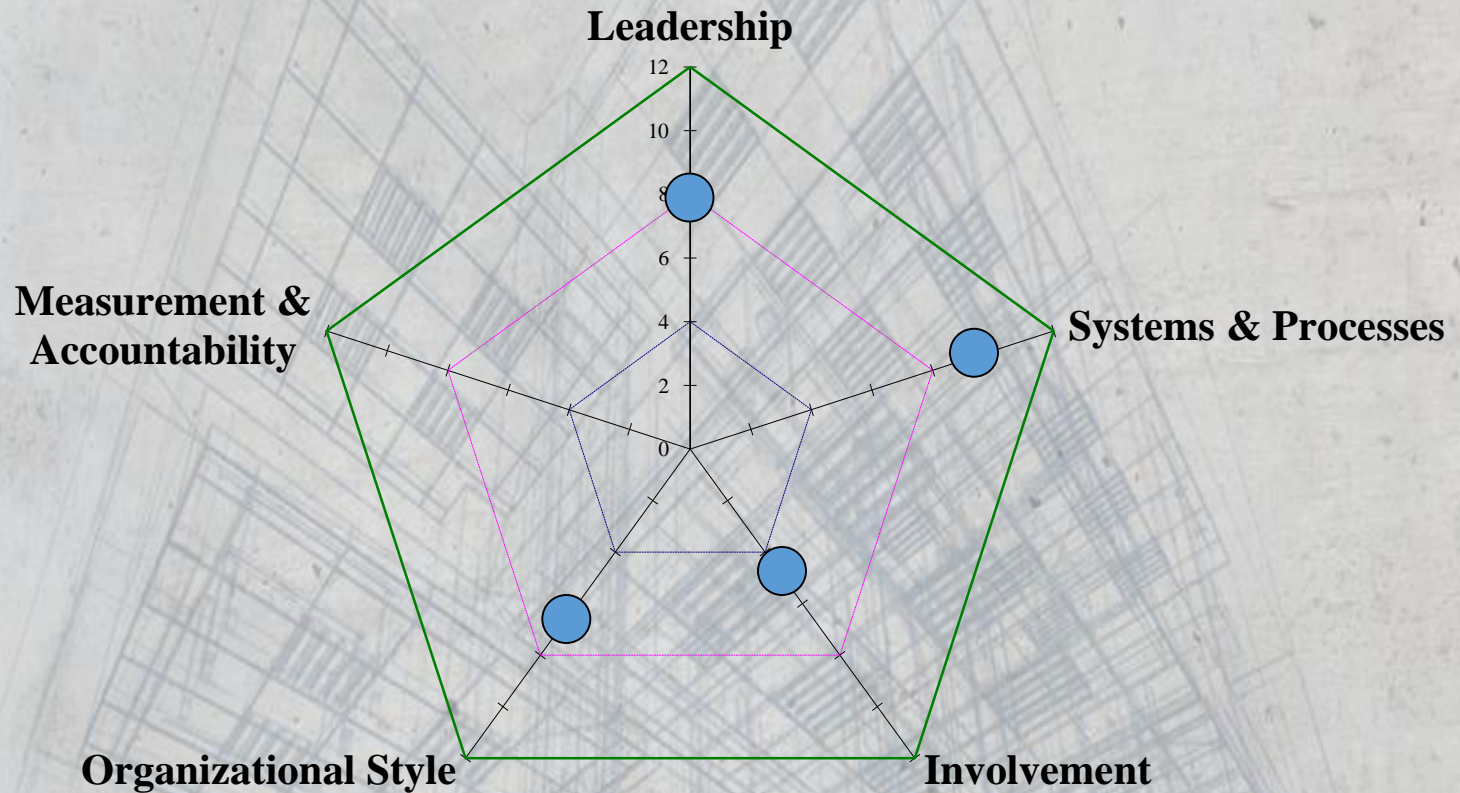
The Safety Culture Wheel



Organizational Style

- _Trust and openness are the norm.
- _Positive reinforcement is used regularly. Not negative!
- _Bureaucratic obstacles are removed.
- _There is formal and informal recognition for great performance at all levels.
- _TOTAL POINTS

The Safety Culture Wheel



Measurement and Accountability

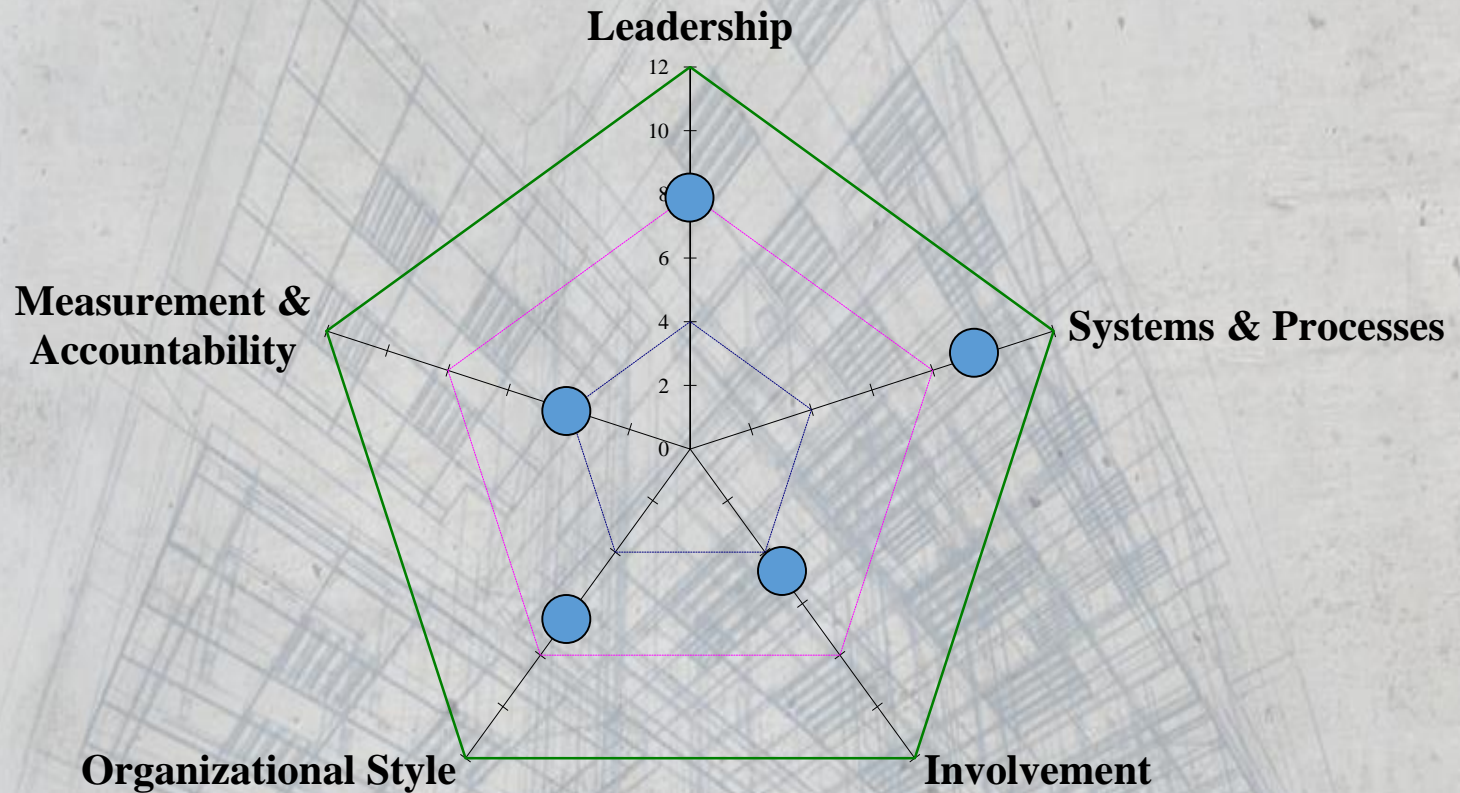
- _ All levels of the organization have safety goals and process responsibilities clearly defined.
- _ The process of achieving results is a key safety measure.
- _ Performance reviews include accountability for safe performance at all levels.
- _ Supervision is accountable to perform safety observations and feedback.

_ TOTAL POINTS



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The Safety Culture Wheel



The Safety Culture Wheel

