



When Compliance-Driven Safety Isn't Working

Try some love



Power of Respect

56% better health and well-being

1.72x more trust and safety

89% greater enjoyment and satisfaction with their jobs

1.26x more meaning and significance in their work

92% greater focus and prioritization

1.1x more likely to stay with their organizations than those that didn't

55% more engaged at work



Are we broken?



thelearningfactory.me



©2011

Inquire
Examination Executive
OSHA Law
Bureaucracy
Policy
Jurisdiction
Investigate
Authority
Compliance
Authorization
Procedures
Comply
Regulation
Inspect
Investigation
Rule Interrogate
Governance
Governing

The challenge of the profession

- No one cares
- Costs too much
- Slows production



thelearningfactory.me

learnfactory

LinkedIn

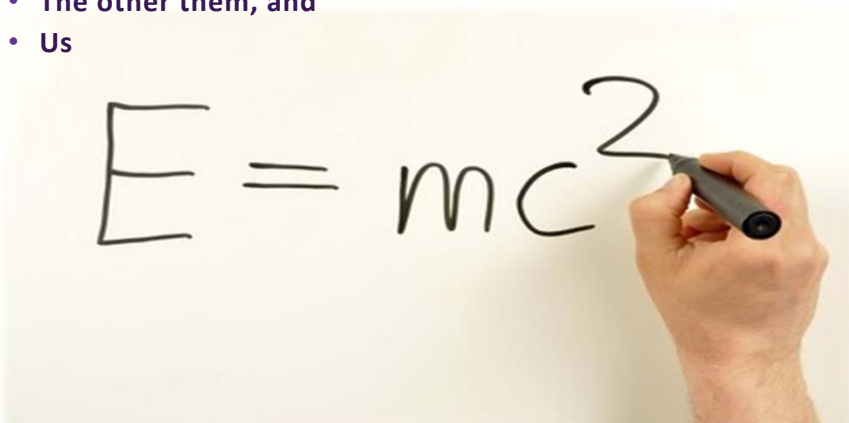


©2014



We are all in it together

- Them
- The other them, and
- Us



A hand holding a black marker is writing the equation $E = mc^2$ on a whiteboard. The equation is written in a simple, hand-drawn style. The hand is positioned on the right side of the board, with the marker tip touching the end of the '2'.

thelearningfactory.me

learnfactory

LinkedIn



©2018

Sorry.....

Gotta change yourself first



US

- Word replacement
- Chill ...
- Forgiveness

thelearningfactory.me



©2018

That guy

- Gotcha stick
- Camera
- Tape measure
- Safety glasses
- A thank you
- Praise
- whatever



thelearningfactory.me



©2018

What can you do for them?

The workers



WIIFM



thelearningfactory.me



©2013



WIIFM

- Do they have the right training?
 - Right tools?
 - Right time?
 - Right mind set?
-
- Really? Are we being honest? Do they really know what they are supposed to do?

thelearningfactory.me



©2011



Mistakes happen

- False incentives
- Mixed messages
- Threats
- Hammer

thelearningfactory.me



©2011

Kindness is better

- Help fix the error
- Acknowledge you may be part of the problem
- Listen attentively
- Respond and feedback
- Lose your baggage

thelearningfactory.me



©2018

Praise

- Seriously



thelearningfactory.me



©2018




turn to your neighbor and have the talk, discuss 3 ways you have praised lately

thelearningfactory.me  learnfactory  


©2014

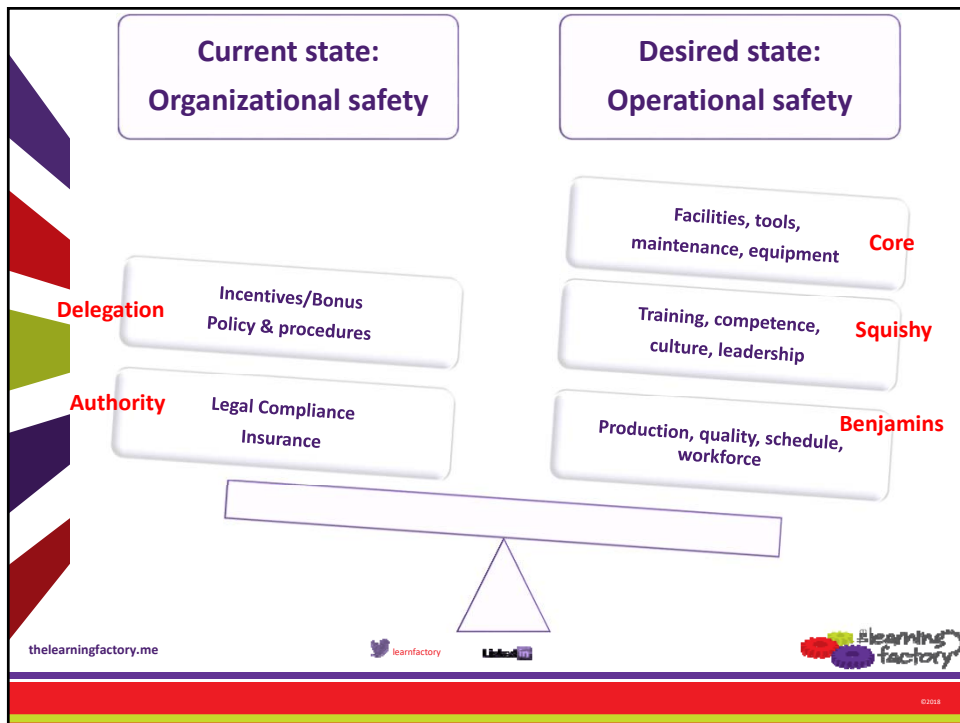
The other them

The execs



profit





Execs need love too

Don't think like an executive

- Don't act like a leader
- Don't know business goals
- Don't leverage influencing styles
- Too compliance driven

thelearningfactory.me

learnfactory

LinkedIn



©2014

More

Peace

- ☺ In their style
- ☺ Your voice
- ☺ Cyrano

Love

- ♥ Language
- ♥ Feedback
- ♥ Response

thelearningfactory.me

learnfactory

LinkedIn



©2014



list 3 ways you
can change the
impact of you to
improve you
peace, love and
safety

thelearningfactory.me  [learnfactory](#)  [LinkedIn](#) 

©2014



list 3 ways you
can change the
impact of them
(employees) to
improve you
peace, love and
safety

thelearningfactory.me  [learnfactory](#)  [LinkedIn](#) 

©2014



list 3 ways you
can change the
impact of them
(execs) to
improve you
peace, love and
safety

thelearningfactory.me



©2014