

Influencing Your Culture

YOU Make a Difference!!



PARTNERS IN WORKPLACE SAFETY

Introduction

- Instructor
 - Kevin Beswick
 - Bachelor Degree (*OH&S*)
 - Indiana OSHA
 - RMS-Safety (*Consultant*)
 - Miller Pipeline (*Safety Director*)
 - RMS-Safety (*Manager of Construction*)
 - Married + 4 Kids
 - Football Fanatic!



Introduction

- Please Silence Phones
- Great your neighbor!



Definition

- What is “Safety Culture”?
 - An organizational atmosphere that fully embraces safety as a core value that can never be compromised. (Kevin Beswick, 2013)



Cultural Ingredients

- What “core values” do you have?
 - Why are they important to you?
 - What influences formed these values?

FACT: Atmospheres influence values. Values lead to action.
(Example = Wearing Clothes)



Cultural Ingredients

- Perception (*Worldview*)
 - My company says safety is important.
 - Safety is practiced by my coworkers.



Cultural Ingredients

- Belief

- I should work safe because it's important to my company and my coworkers work safe.



Cultural Ingredients

- Value

- I will work safely because it's important to me.



Cultural Ingredients

- Action
 - **I do** work safe (even when nobody is around).
 - I help **others** stay safe.



Cultural Ingredients

- Where does it all start?
 - **Perception (Worldview)**
- Who effects perception?
 - **Company (YOU are 50% of the equation!)**
 - Coworkers



Shaping Culture

How can Supervisors help establish an effective “Safety Culture”?



Shaping Culture

- “We create our culture by what we demonstrate personally and by what we reward and tolerate in others.” (Anderson & Lorber ~ Safety 24/7)



Shaping Culture

- Demonstrate Commitment

- Embrace safety as a core value.
- Never compromise!
- Lead by example.

COMMUNICATION:

- 55% = Body Language
- 38% = Tone of Voice
- 7% = Words



Shaping Culture

- Demonstrate Commitment

- Support safety department & initiatives.
- Study safety requirements in detail.
- Comment on safety each visit.



Shaping Culture

- **Demonstrate Commitment**
 - Educate new employees on safety.
 - Follow-up on suggestions & abatement.



Shaping Culture

- **Reward Success**
 - Issue more compliments than corrections.
 - Rave about good inspections.
 - Thank suggestions & near-miss reporting.



Shaping Culture

- Correct Intolerant Behavior
 - Never turn a blind eye!
 - Coach, remind & enforce.



Measuring Culture

Reactive

- **Safety by Natural Instinct**
- Compliance is Goal
- Delegated to Safety Manager
- No Management Involvement

Dependent

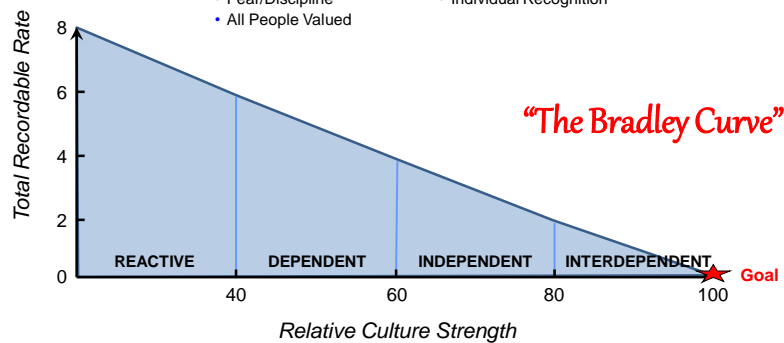
- **Supervisor Controlled**
- Management Committed
- Condition of Employment
- Rules/Procedures
- Training Provided
- Fear/Discipline
- All People Valued

Independent

- **Individual Accountability**
- Everyone Committed
- Care for Self
- Safety Practiced
- Habits Formed
- Individual Recognition

Interdependent

- **Safety as a Team**
- Care for Others
- Help Others Conform
- Organizational Pride



The Bottom Line

- There is a “Safety Culture” in your area.
- If it’s poor... change it.
- YOU have the greatest influence on your culture!



Closing

ANY
QUESTIONS
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