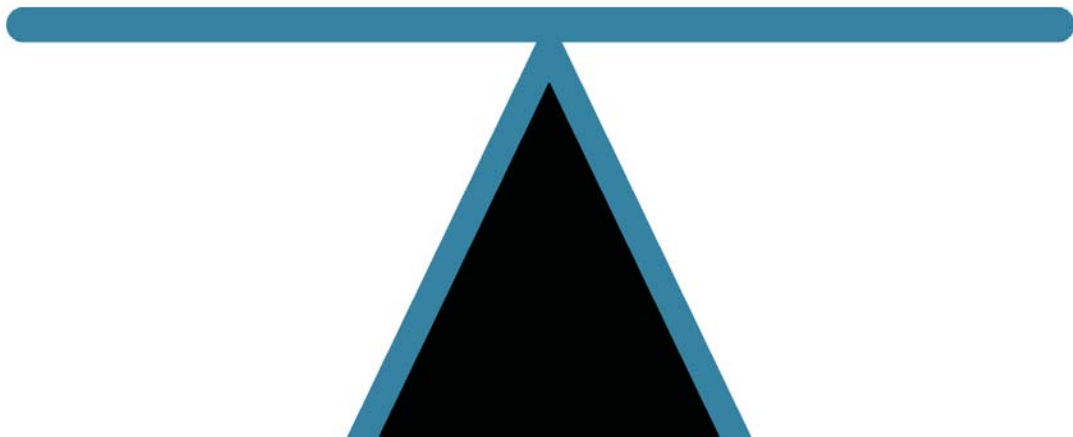


Identifying Cultural Hazards

Four Clues You Are Out of Balance

Rodney Grieve, BRANTA Worldwide
 rodney@branta.com
 916-487-1919

BALANCE



RESULTS

Culture of Success

Knowledge

Focus

Pace

Experience

Clue #2

"I can't believe my employees

Clue #3

Clue #1

**"Management won't do
anything until someone gets
hurt!"**



Build Trust

A Consist

The 3 E's of Success

- 🔑 **Expect**
- 🔑 **Exhibit**
- 🔑 **Emphasize**

Living Our Values

- Accountability
- Transparency
- Excellence
- Innovation
- Integrity

- Teamwork
- Loyalty
- Respect
- Discipline
- Reliability



A Consistent Approach

The 3 E's of

• E
• Po
• Fallin
six feet
• Having th
crushed by
equipment, o

1. Is there a reasonable potential for:

- **Electrocution**
- **Suffocation**
- **Asphyxiation**
- **Engulfment**
- **Poisoning**
- **Falling from a height of more than six feet**
- **Having the head or entire body crushed by machinery, equipment, or suspended loads?**

2. Is there a reasonable potential for fire, explosion, or large chemical release?

3. Is there a reasonable potential for the amputation of a limb or digit?

4. Is there a reasonable potential for back, shoulder, arm or leg muscle strain?

5. Is there the potential for this situation to occur:

- Several times each day
- Daily
- Weekly
- Monthly
- Annually, or
- Only once

Several times each day
Daily
Weekly
Monthly
Annually, or
Only once

A Consistent Approach

Two-Way Tr

Living Our Values

Stability
Agency
Influence
Action

- Teamwork
- Loyalty
- Respect
- Discipline

The 3 E's of Success



Two-Way Trust



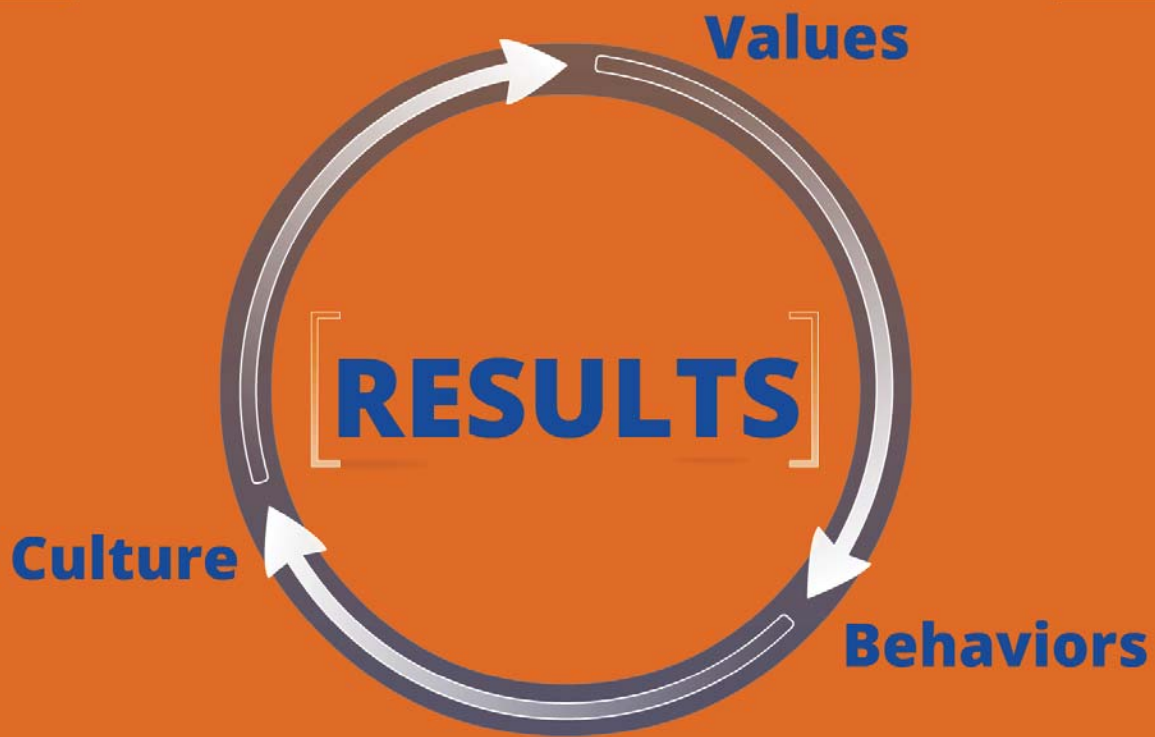
Clue #2

**"I can't believe my employee
would do something so
stupid!"**



Focus

**What Do
You Make?**



**Create
Accountability
and
Responsibility**

- **Financial Accountability**
- **Medical Assistance**
- **Return to Work**
- **Safety Committees**

The Safety Committee



- ~~Participate in the monthly committee meetings~~
- **Conduct regularly scheduled safety inspections**
- **Provide current safety information to employees**
- **Take the responsibility for averting imminent safety hazards**
- **Provide an on-site safety presence on a daily basis and to serve as a good example**
- **Participate in accident investigation**

The Safety Committee

Goal:	Out of their control
Participants:	Volunteer or Voluntold
Size:	Large & Unwieldy
Time / Meet:	Calendar-based / Meet monthly
Measurable Results:	Ambiguous
Authority to Act:	None

Task Specific Teams

Goal:	Task Specific
Participants:	Selected by Skill Set
Size:	Small & Nimble
Time / Meet:	Resolution-based / As Needed
Measurable Results:	Targeted
Authority to Act:	Complete

Clue #3

**"I just knew someone was going to
get hurt doing that!"**



Pace

Constant Evaluation

"Be Safe" Mentality



**The unintended consequence of the
OSHA Recordable Injury and Illness Rate**

"Be Successful" Mentality



Be Aware

B



Be Present

Being Present

- **Create opportunities for contact**
- **Make the contact purposeful**
- **Listen**
- **Give High Impact Feedback**
 - **Specific positive feedback**
 - **Developing**
 - **Redirecting**

Be Balanced

What Are They Hearing?



- **"Since we are behind . . ."**
- **"Just this one time . . ."**
- **"This is an emergency . . ."**

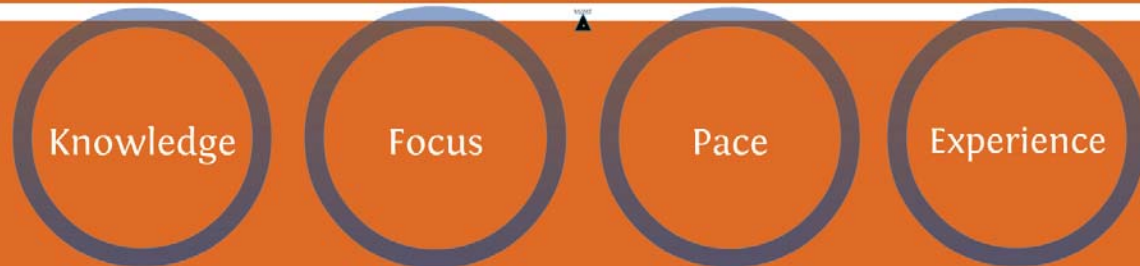
Clue #4

**"You have had a lost time injury!
Well, what are you going to do about it?"**



Knowledge

Culture of Success



Clue #2

"I can't believe my employee
would do something so
stupid!"

Clue #3

"I just knew someone was going to
get hurt doing that!"

The Common Responses

- **Retrain** → **Knowledge**
- **Discipline** → **?????**

Take Appropriate Action

Incident Analysis Process*

Unaware

Have you completed this task before?
- Tell me what the procedure was

Unable

- Show me how you have completed
the task in the past?

Improperly Motivated

- Culturally induced behavior
- Consistently inappropriate behavior
- Inconsistent behavior

**A process designed
and implemented to create
a safer work environment
while building trust and
opening lines of
communication.**

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Culture of Success

Knowledge

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Clue #2

"I can't believe my employee would do something so stupid!"

Clue #3

"I just knew someone was going to get hurt doing that!"

**Action for the
sake of action**

**No action when
action is required**



Inconsistent Corrective Actions



Unclear Expectations

**What Do
You Make?**

Success

Pace

Experience

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