

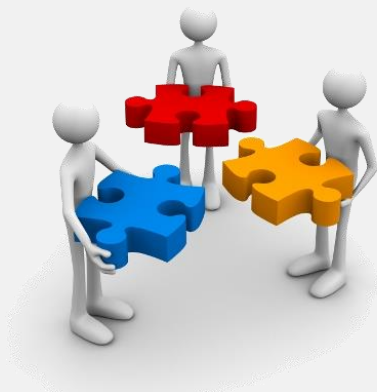
Solving the Safety Puzzle



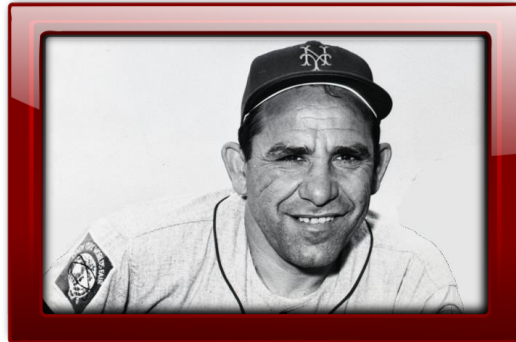
While we're waiting to start, write down your answers to the following

1. Define safety (i.e. in terms of occupational / industrial safety).
2. Identify the key components (attributes / qualities) that must be in place in order to have an effective safety (OHS) management system.

Solving the Safety Puzzle



Solving the Safety Puzzle



“If you don’t know where you’re going, you might end up someplace else.” Yogi Berra

Solving the Safety Puzzle



Safety . . . *The ability of an organization to produce its products without causing harm to people, property or the environment.*

❖ **Key points:**

- Safety is not “*compliance*” to standards
- Safety is a process “*outcome*” (i.e. it is the result of something; i.e. a performance metric)
- Safety can be excellent, good, average, mediocre or poor . . . Depending on how well your *processes* and *management system* are *designed*

Solving the Safety Puzzle



Occupational Health and Safety Management System . . .

- ❖ A set of interrelated elements that establish and/or support occupational health and safety policy and objectives, and mechanisms to achieve those objectives in order to continually improve occupational health and safety.

- ANSI/AIHA Z10 Standard

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Management System . . .

- ❖ Set of interrelated elements used to establish policy and objectives and to achieve those objectives

- OHSAS 18001 Standard

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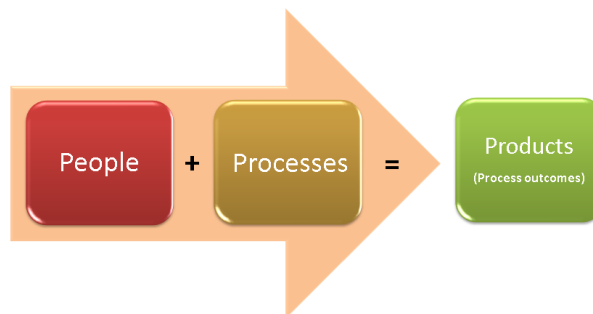
Management System . . . simplified

- ❖ The *components* and *conditions* that define or impact a company's business outcomes; e.g.
 - Vision; purpose
 - Business processes
 - Actions / inactions (Intended / Unintended)
 - Supplier inputs
 - Regulatory environment
 - Business climate; etc.

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Let's simplify it even further . . .

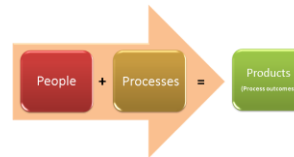


Solving the Safety Puzzle



People . . .

- ❖ Senior Management (Leadership Team)
 - Defines the management system
 - Implements processes / practices
 - Establishes goals / objectives
 - Provides materials / resources
 - Establishes organizational culture
- ❖ Workforce
 - Produces the products
 - Within the defined system

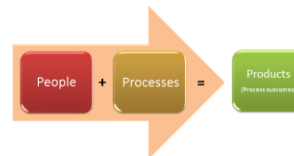


Solving the Safety Puzzle



Effective Leadership provides . . .

- ❖ Direction
 - Vision, Strategy, Plans, Objectives, Goals, etc.
 - Policies, Procedures, Rules, etc.



Solving the Safety Puzzle



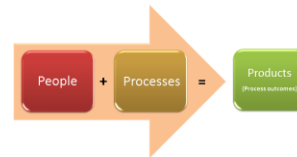
Effective Leadership provides . . .

❖ Direction

- Vision, Strategy, Plans, Objectives, Goals, etc.
- Policies, Procedures, Rules, etc.

❖ Commitment

- Involvement / Active engagement
- Must be visible



Solving the Safety Puzzle



Effective Leadership provides . . .

❖ Direction

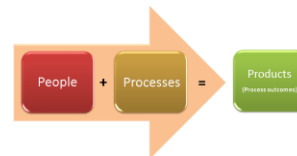
- Vision, Strategy, Plans, Objectives, Goals, etc.
- Policies, Procedures, Rules, etc.

❖ Commitment

- Involvement / Active engagement
- Must be visible

❖ Communication

- Open, Consistent



Solving the Safety Puzzle



Effective Leadership provides . . .

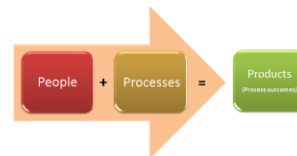
- ❖ Direction
 - Vision, Strategy, Plans, Objectives, Goals, etc.
 - Policies, Procedures, Rules, etc.
- ❖ Commitment
 - Involvement / Active engagement
 - Must be visible
- ❖ Communication
 - Open, Consistent (includes "listening")
- ❖ Inspiration
 - Sets the Example, Encourages, Cares, Builds Relationships

Solving the Safety Puzzle



A Productive Workforce . . .

- ❖ **Is competent**

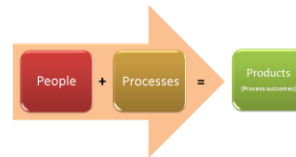


Solving the Safety Puzzle



A Productive Workforce . . .

- ❖ Is competent
- ❖ Is **diligent** and **disciplined**

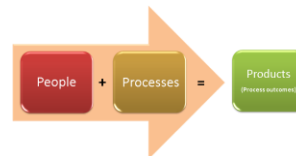


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A Productive Workforce . . .

- ❖ Is competent
- ❖ Is diligent and disciplined
- ❖ Is **accountable** for their actions

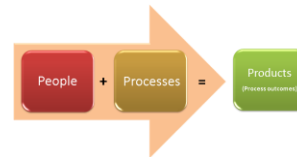


Solving the Safety Puzzle



A Productive Workforce . . .

- ❖ Is competent
- ❖ Is diligent and disciplined
- ❖ Is accountable for their actions
- ❖ **Owns** what they do and say

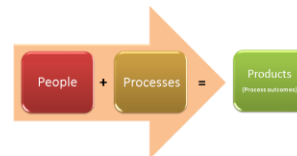


Solving the Safety Puzzle



A Productive Workforce . . .

- ❖ Is competent
- ❖ Is diligent and disciplined
- ❖ Is accountable for their actions
- ❖ Owns what they do and say
- ❖ Is **motivated** to be successful

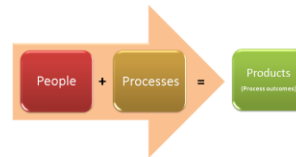


Solving the Safety Puzzle



Controlled Processes . . .

- ❖ Provide **reliable** and **predictable** outcomes

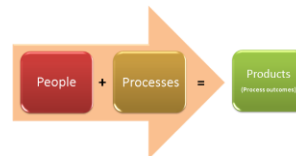


Solving the Safety Puzzle



Controlled Processes . . .

- ❖ Provide *reliable* and *predictable* outcomes
- ❖ Are **standardized**

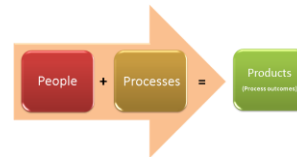


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Controlled Processes . . .

- ❖ Provide *reliable* and *predictable* outcomes
- ❖ Are *standardized*
- ❖ Are **customer-focused**

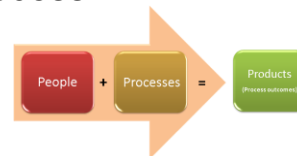


Solving the Safety Puzzle



Controlled Processes . . .

- ❖ Provide *reliable* and *predictable* outcomes
- ❖ Are *standardized*
- ❖ Are *customer-focused*
- ❖ **Safety is integrated** into the process



Solving the Safety Puzzle



Establishing organizational culture . . .



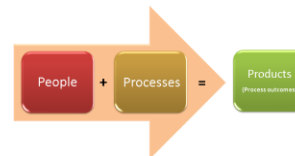
Leadership establishes the culture, whether intentionally or unintentionally

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Products . . . (Outcomes / Results)

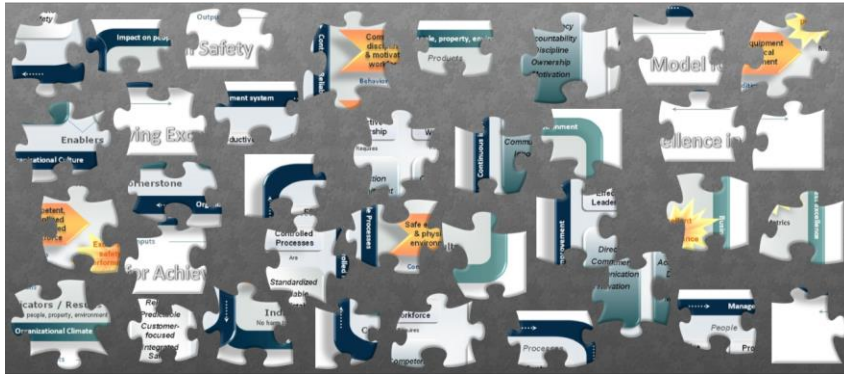
- ❖ Competent and disciplined workforce
 - Safe behaviors
- ❖ Safe equipment and physical conditions
 - Safe conditions



Solving the Safety Puzzle

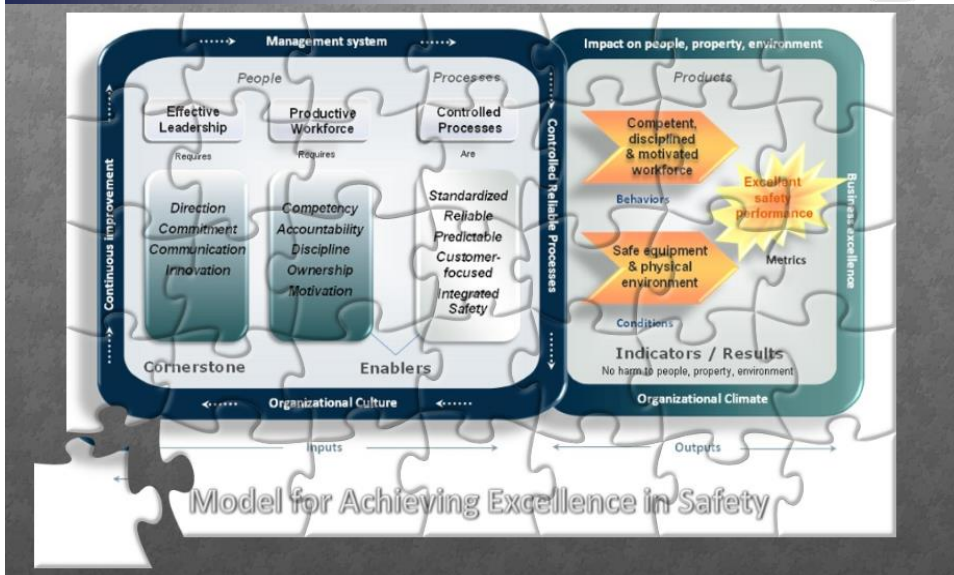


I've given you the pieces of the puzzle . . .

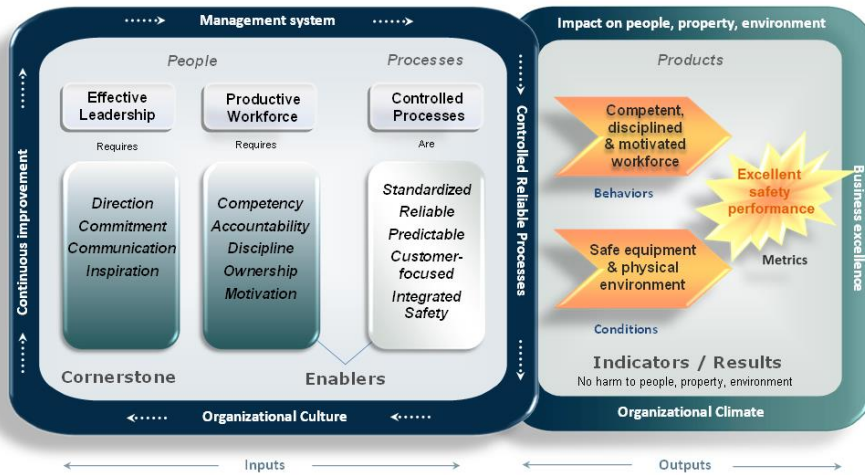


Let's make sure you can solve it . . .

Solving the Safety Puzzle



Solving the Safety Puzzle



Model for Achieving Excellence in Safety

Solving the Safety Puzzle



Your Toolbox . . .



Which toolbox is the right one?

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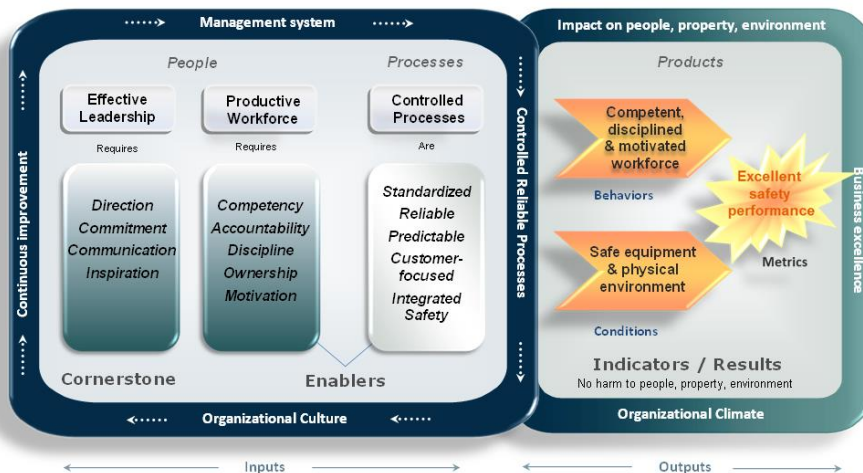


Tools for Achieving Safety Excellence . . .

	Audits	Training	NEO	Goals; Objectives	Safety Improve.	Incident Reporting	Mentoring	JHAs	Safety Talks
Direction	✓	✓	✓	✓	✓		✓	✓	✓
Commitment	✓	✓		✓	✓		✓		✓
Communication	✓	✓	✓			✓	✓	✓	✓
Inspiration		✓							✓
Competency	✓	✓	✓				✓	✓	✓
Accountability	✓	✓	✓	✓	✓	✓	✓	✓	✓
Discipline	✓	✓		✓	✓	✓	✓	✓	✓
Ownership	✓	✓	✓	✓	✓	✓	✓	✓	✓
Motivation		✓	✓	✓	✓				✓

Key Point: What is the purpose of the tool?

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Model for Achieving Excellence in Safety

Solving the Safety Puzzle

