

From Overwhelmed to On Point: A Roadmap for New Safety Leaders

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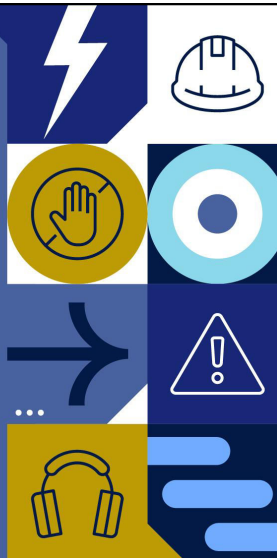
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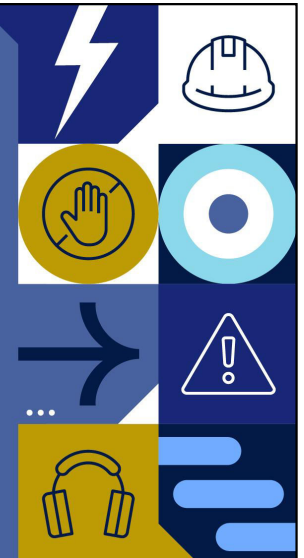
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Setting the Stage for Safety Leadership



Session Purpose & Promise



- Acknowledging Feelings of Being Overwhelmed
 - Recognize the emotional challenges new safety professionals face in high-demand roles with limited authority.
- Shift to Intentional Leadership
 - Encourage moving from reactive busyness to clear, prioritized, and relational leadership approaches.
- A Practical Roadmap
 - Provide a practical guide focused on real-world application, not just theory or regulations.
- Priorities and Planning
 - Identifying your priorities and creating SMART goals.



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Overwhelmed Is Normal: Reframing the Safety Leader Role



- Normalizing Overwhelm
- Common Pressures
 - Safety roles require juggling OSHA compliance, incident response, culture influence, and supervisor support.
- Mindset Shift
 - From self-judgment to curiosity by focusing on what matters most in safety management.
- Leadership in Safety
 - Calm and clear leadership helps manage hazards effectively.



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Assessing the Safety Landscape



The Water You're Swimming In: Culture, Systems, and Expectations



- Invisible Influences on Safety
 - Systems, culture, and unwritten expectations shape safety outcomes often without conscious awareness.
- Inherited Safety Practices
 - New safety professionals inherit existing programs and attitudes they did not create but must understand.
- Importance of Observation
 - Effective safety leadership requires slowing down to observe and diagnose before making changes.
- Engaging Teams for Insight
 - Listening to crews and managers reveals how safety is practiced beyond documented procedures.



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What Did You Inherit? Understanding Your Starting Point



- Inherited Safety Culture, Systems, Metrics, Expectations
 - The story people tell and the things people say
- Role-Specific Safety Practices
 - Training, PPE, inspection, tailboards, switching, and storm protocols.
- Reducing Self-Blame
 - Separate inherited safety issues from personal performance to reduce frustration and promote clarity for the future.
- Creating a Reference Point
 - Documenting observations helps turn frustrations into data for future prioritization and planning improvements.



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Reality Check: Expectations Versus Reality



- Expectation vs Reality Gap
 - The gap that causes stress and dissatisfaction among new safety professionals.
- Normalization of Experience
 - The disconnect is normal caused by the emotional burden of unmet expectations.
- Adjusting Approaches
 - Understanding the gap enables safety leaders to communicate better and set realistic goals within dynamic work environments.
- Building Resilience
 - Reflecting on expectations versus reality builds resilience and guides intentional choices in time and energy investment.



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Lagging & Leading Indicators: What Are You Measuring?

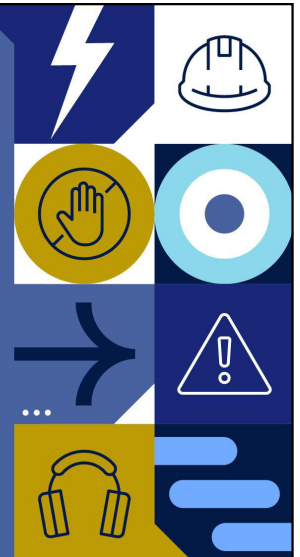


- Lagging Indicators
 - Reflect past safety performance
 - Useful for accountability and learning, but limited in prevention.
- Leading Indicators
 - Predictive through behaviors and conditions, enabling proactive management and prevention.
- Exemplary organizations have a unique mix with an emphasis on leading indicators



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Prioritizing What Truly Matters



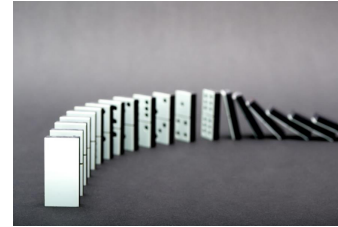
Not All Safety Work Is Equal: Busy Versus Effective



- Distinguishing Activity from Impact
 - Not all safety tasks carry equal value; it is essential to focus on high-impact actions rather than just keeping busy.
- Gotta Do Versus Choose to Do
 - Separate mandatory safety tasks from strategic activities that enhance safety culture and effectiveness.
- Reduce Feeling Overwhelmed Through Clarity
 - Clarity on discretionary tasks reduces frustration and enables intentional decision-making in safety management.
- Aligning Effort With Risk
 - Effectiveness comes from aligning safety efforts with hazard assessments, risk analysis, and influence, not from simply doing more work.



Finding Leverage Points: Small Changes – Big Impact



- Concept of Leverage Points
 - Small changes in key areas can lead to significant improvements in safety performance within complex systems.
- Identifying Key Influencers
 - Successful safety leaders identify influential people and practices that shape workplace behavior and safety culture.
- Focusing on Critical Habits
 - Consistent job briefings and habits like verifying energy control create reliable safety momentum without overload.



Looking Forward and Taking Action



YOUR Safety Leadership Vision: Leading With Intention



- Personal Safety Vision
 - Crafting your personal leadership vision focused on how others experience safety through your leadership.
- Simplicity and Honesty
 - A leadership vision should be honest, simple, and usable without needing eloquence or complexity.
- Consistency Across Teams
 - Clear leadership intentions help maintain consistency across multiple crews and job sites.
- Leadership Beyond Rules
 - Shapes experiences and relationships, promoting proactive risk management before work starts.



One Realistic S.M.A.R.T. Goal Progress Versus Perfection



- Focus on One Goal
 - Emphasizing a single realistic SMART goal helps maintain focus and avoids overcommitment.
- Progress Over Perfection
 - Encouraging forward movement prioritizes achievable progress instead of trying to fix everything at once.
- Behavioral Impact Goals
 - Choosing goals that influence behaviors like job briefings or near-miss reporting drives meaningful change.
- Realistic Constraints
 - Acknowledging time limits and production pressures ensures goals are achievable within real-world contexts.



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Your First/Next, Strategic Move: Turning Insight Into Action



- Identify First Action
 - Choose one priority action to take within the next 30 days to build momentum and control.
- Engage Support Network
 - Identify one person or role to support your safety leadership effort and encourage team collaboration.
- Emphasize Teamwork
 - Strong relationships and team efforts will help sustain safety leadership changes.



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You Don't Have to Fix Everything Now:



- Focus on Intentional Leadership
 - Focus on vision, culture, systems, behaviors, metrics, and consistency rather than striving for perfection.
- Focus on the Good
 - Promote and get more of what you want by highlighting it when it happens
- Prevent Burnout
 - Continue to self-assess and be aware
 - Team up and ask for help



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