

Transforming Supervisors Into Safety Leaders

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What is your WIIFM?

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What is culture?

- The set of **shared** attitudes, values, goals, and practices that characterizes an institution or organization
- The set of values, conventions, or **social** practices associated with a particular field, activity, or **societal** characteristic

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What is leadership?


- The art of mobilizing others to want to struggle for shared aspirations
- The capacity and will to rally people to a common purpose together with the character that inspires confidence and builds trust
- Someone who knows the way, goes the way, and shows the way



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How can leaders influence company culture?



Source: mental edge

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Who cares about titles?



Source: Allen & Wright

Source: University of Miami

Source: Master Builders Solutions

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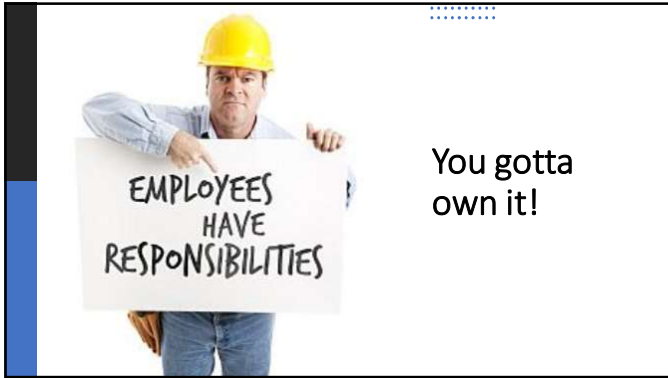
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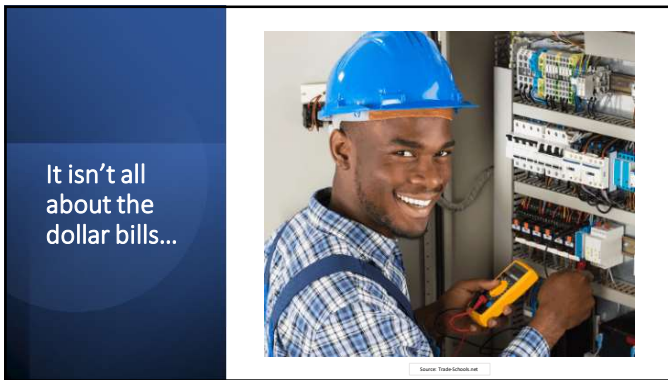
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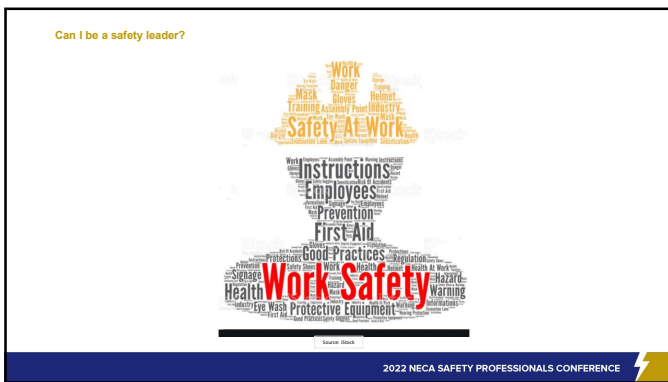
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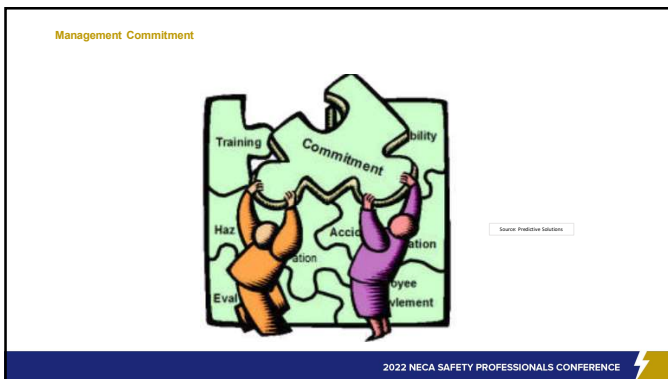
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Source: Association for Talent Development



Barriers to management commitment

- Low safety culture maturity level
- Only seeing time and costs being lost
- Competing priorities
- Lack of understanding

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How do I overcome these barriers?



Source: iStock/Getty Images

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Let's see the numbers!



Source: iStock/Getty Images

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Calculate the costs of injuries/illnesses

2

Determine the costs for time

3

Determine the costs for the training itself

4

Compare training costs to the cost of one incident

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Step 1: Develop a list of skills and determine a ranking system

List of skills

Commitment to safety

Questioning skills

Listening skills

Integrity

Emotional intelligence (humanity)

Situational leadership skills

Accountability

Visibility

Ranking system

Fundamental awareness

Novice

Intermediate

Advanced

Expert

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Step 2: Create a training matrix

Leadership Skills Matrix Example

Name: John Doe Position: Chief Date: 2/1/2022	Priority	Skill	Performance												Comments
			1	2	3	4	5	6	7	8	9	10	11	12	
Novice	1	Self-Management	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	2	Team Management	1	2	3	4	5	6	7	8	9	10	11	12	Recently Promoted
Novice	3	Project Management	1	2	3	4	5	6	7	8	9	10	11	12	Needs Refresher
Novice	4	Communication	1	2	3	4	5	6	7	8	9	10	11	12	Needs Help
Novice	5	Problem Solving	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	6	Decision Making	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	7	Conflict Resolution	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	8	Change Management	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	9	Resource Management	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	10	Quality Management	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	11	Health, Safety & Environment	1	2	3	4	5	6	7	8	9	10	11	12	
Novice	12	Legal & Compliance	1	2	3	4	5	6	7	8	9	10	11	12	

Legend: 1 = 100% Performance, 2 = 75% Performance, 3 = 50% Performance, 4 = In Training

Notes: Beginning of Year, End of Year, Mid-Year Review, Annual Review

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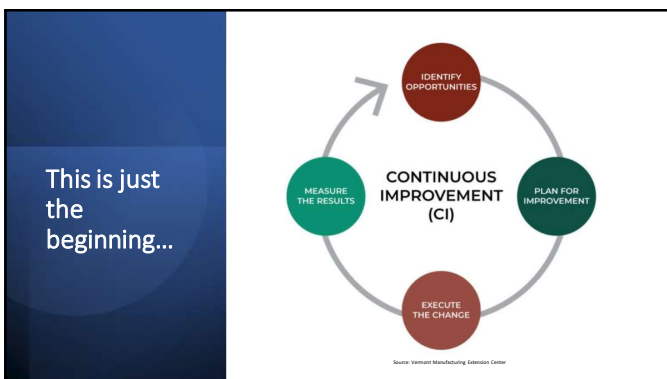
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Step 4: Provide a roadmap of best practices to follow

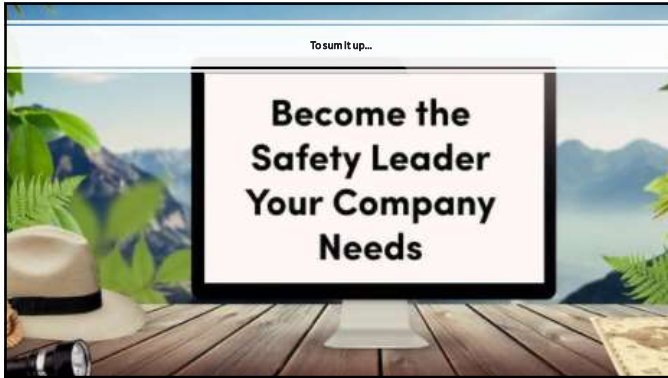
- Build relationships with employees
- Focus on prevention as much as possible
- Address hazards on a consistent basis
- Provide frequent feedback to employees
- Initiate specific safety interactions
- Respond positively
- Incorporate safety into every decision

Source: Midium

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