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KANSAS CITY • 2023

Creating Safety Leaders for  
Today and Tomorrow



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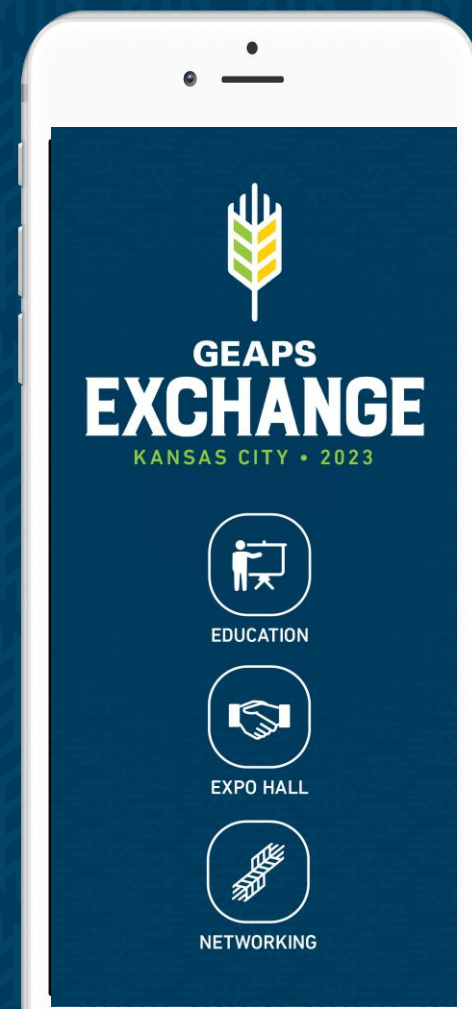
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# Creating Safety Leaders for Today and Tomorrow



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# Employee Engagement

**Engaged employees proactively & willingly:**

- **Participate**
- **Offer ideas**
- **Share innovation**
- **Encourage others**
- **Provide enthusiasm**



**How engaged are employees in your organization?**



The background image shows the silhouettes of two people wearing hard hats, likely construction workers, looking up at a large, complex lattice tower. The scene is set against a sky with a warm, orange and yellow glow, suggesting a sunset or sunrise. The tower's structure is intricate, with many cross-braces and cables. The workers are in the foreground, their forms dark against the bright sky. One worker is pointing towards the tower.

What People Want...

**Interactions should be personal, connected,  
and leave others in a forward-looking state.**





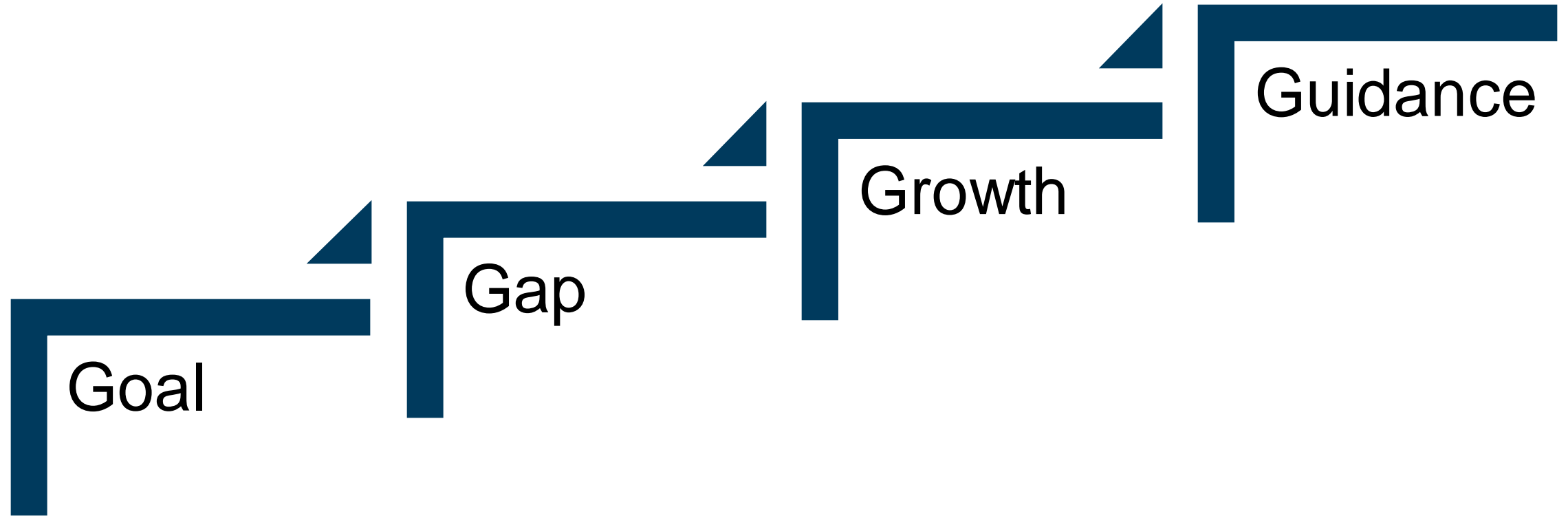
**Frontline  
leaders build a  
culture of high  
engagement...**



...but are they  
set up for  
success?

# Know where you are

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A hand is holding a wooden block with a yellow lightbulb icon on it. The background is a blurred image of a keyboard.

**Do you have personal development plans developed for your supervisors?**

A stack of five wooden blocks, each with a black question mark on it. The blocks are arranged in two rows: two on top and three on the bottom.

**Do you have a Personal Safety Vision?**

# Opportunities to Transform Safety Leaders

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- Safety Contacts/FVCC
- Job Safety Briefings
- Hazard Inspections
- Coaching for Leader of Leaders
- Soft Tissue Injuries
- Leading With Safety





# What is a Safety Contact?

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A Safety Contact is an interaction with an employee, initiated by a supervisor or manager, in which:

Exposure is discussed

Feedback is provided in a transformational way

A connection is made to your Personal Safety Vision



# Field Verification of Life-Saving Controls

- Field level observations of jobs with SIF exposure to verify Life-Saving Controls are in place.

# Serious Injury and Fatality (SIF) Exposure Defined

**Life-Threatening**. Work-related injury or illness that required immediate life-preserving rescue action, and if not applied immediately would likely have resulted in the death of that person.

**Life-Altering**. Work-related injury or illness that resulted in a permanent and significant loss of a major body part or organ function that permanently changes or disables that person's normal life activity.

**Fatal**. Work-related fatal injury or illness.



# Field Verification of Life-Saving Controls

- The presence of effective controls means that the worker is protected from a life-threatening event.
- The absence of or ineffective application of any critical controls means the worker is exposed to a life-threatening event.



# Everyone knows what a Job Safety Briefing is right?



Do your briefings end at the beginning of the task/day?

Our definition of a Job Safety Briefing is:

- A **series** of interactions that focuses on the specific safety requirements/instructions and exposures associated with a work task. This includes discussion of:
  - Lessons learned from previous experience
  - The mechanisms for reducing risk and controlling exposures

# What is a hazard?

An action, condition (physical environment or brain processing), or set of circumstances that increases the potential for an incident.



# Brain-Centered Hazards™ are a type of condition

## Fast Brain Functioning:

Conducting important tasks without conscious thought and reliance on habits.

## Visual Recognition:

Missing important information due to the human visual system.

## Divided Attention:

Attempting to multi-task leads to missed information and error.

## Fatigue

When our brains or bodies are fatigued, our risk for error increases significantly.

Memory: Operating on information that feels correct in the moment and relying on our memory system.

Social Think: Our innate need to go along with our group/tribe prevents us from approaching others.

## Stress & Urgency:

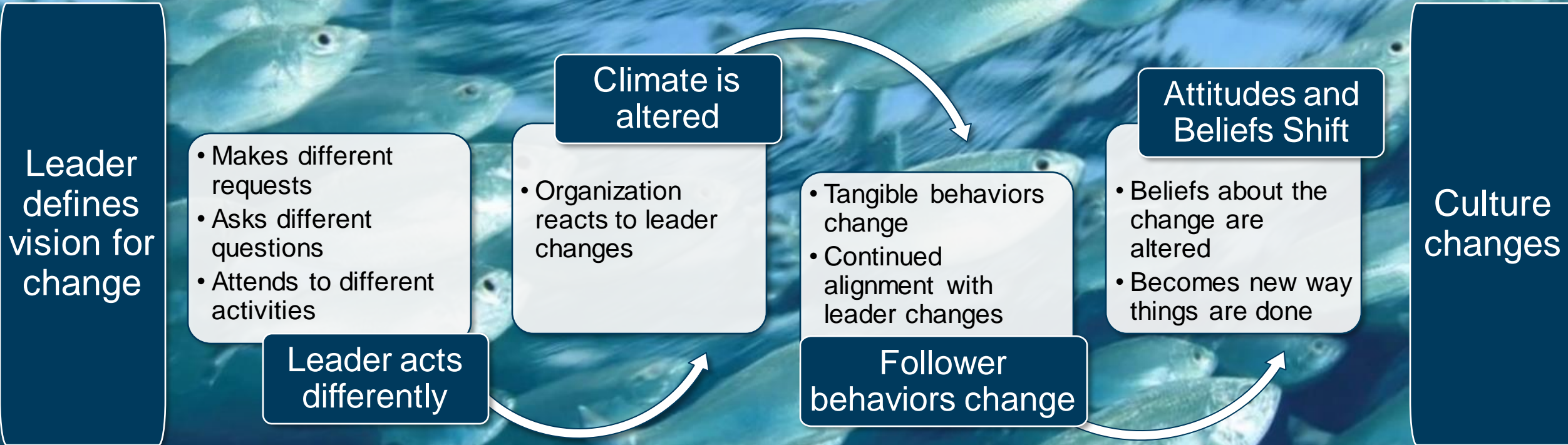
When we notice hints of urgency from others, we put pressure on ourselves to complete tasks.




# Do your hazard inspections include both physical conditions and those that are brain centered?

- Open your field of view to hazards beyond just the traditional physical conditions

# Coaching Leaders of Leaders: Shaping Culture





## What is your most frequent recordable injury? (Most common answer: Strains)

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Soft Tissue injuries account for a majority of workplace recordable injuries.

What do you do to prevent them?



# Nine Load Factors

## THE BIG THREE



Joint  
Misalignment



Forceful  
Exertions



Speed

## ACCELERATORS



Frequency



Duration



Static  
Pressures

## OTHER FACTORS



Vibration




Contact Stress



Temperature

# 1. Observe for Protective Behaviors

- 
- a. Assess Load
  - b. Employ Mechanical Assist
  - c. Align Joints
  - d. Engage in Fluid Motions
  - e. Seek Relief
  - f. Utilize PPE



## 2. Recognize, Reinforce, and Provide Feedback





# Success Feedback

A photograph of two construction workers in hard hats and safety vests shaking hands in front of large industrial pipes. The image is partially obscured by a dark blue banner at the top and three downward-pointing chevrons on the right side.

## Identify

- Identify specific protective behaviors.
- “When you rotated to the next workstation, I noticed that you took the time to adjust the platform.”

## Impact

- Why the behaviors are important to us controlling exposure and link to your Personal Safety Vision.
- “This enables you to maintain proper body alignment and reduce stress on your body. You set a great example for others.”

## Thank

- “Thank you for your commitment.”

# Guidance Feedback:

You walk into the warehouse and see workers pulling heavy boxes off the shelf and loading them on to the pallet where they bend over to break down the boxes and reload them onto other pallets that are at ground level.

## Identify

"I noticed you are frequently bending over to break down the boxes and then bending over to reload them onto the other pallet."

## Ask

"What is your exposure to injury doing it this way? Is there another way to do this without all of the bending and lifting?"

Through open ended discussion, agreement on a change to control the exposure

## Change

"Thank you for taking the time to talk through this and taking action to control the exposure for yourself and minimize our risk of back injuries."

## Impact

"Keep looking out for each other and paying attention to these exposures. When we do this, we'll all be able to go home safely."



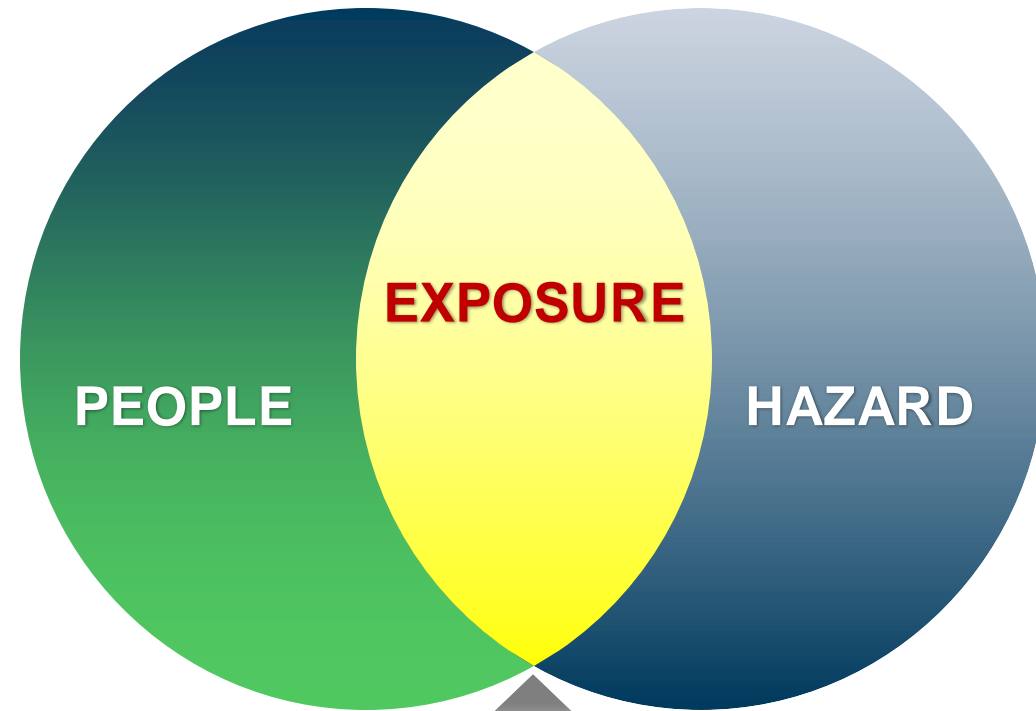
# Foundational Concepts for Leading with Safety





**When people intersect with a hazard, exposure occurs...**

**Safety doesn't improve until exposure is controlled, reduced or eliminated.**



**...producing *vulnerability* to an incident**

A photograph of two workers in red safety gear and white hard hats on an oil rig. The worker in the foreground is wearing a white hard hat with 'Transocean OIM' on it and is pointing upwards. The worker in the background is wearing a white hard hat and a red jacket with a yellow patch that says 'START'. They are both looking up at a large metal structure in the background. The sky is blue with some clouds.

How does a leader influence?  
Revisiting the best boss you ever had...

## Personal Safety Vision

Your vivid goal or aspiration for how you want the work to be done, how you want people to talk to each other, and how you want people to take action – all around safety and exposure.

# Call to Action

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- Assess your supervisory team
- Make a personal development plan for your supervisors
- Provide them the time and resources necessary to follow the plan
- Monitor Performance









# COREY HOPKINS

DEKRA

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Principal Consultant



**Thank You!**



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- Raffle will be drawn at Closing Celebration, Tue 2/28