



Leadership Confirmation/Validation – Conviction to Impact

“Managing safety efforts at all levels to effect cost containment and positive results”

Presented by: Max G. Macias, MaE – 425-319-5083 – Mgmacias@Alliant.com

Abrahan Pichardo- 951-293-8547 – Abrahan.Pichardo@Alliant.com

Alliant Insurance Services- Agribusiness and Food Services Group

Pre course evaluation/assessment

- What are three positive results that we can experience from effective safety leadership
- How do assessments contribute to safety leadership
 - *How often should assessment be conducted*
 - *Periodic*
 - *Regularly Scheduled*

 - *Is agriculture changing?*
 - *Impacts?*

OBJECTIVES

- Explain why safety leadership is important
- Describe 5 skills of safety leaders
- Discuss how to apply safety leadership on the job site
- Acknowledge Leadership Responsibilities
- Measure Self Evaluation/Assessment (Continuously)
- *Actively/Passively?*



Safety leader is defined as...

A person who has the courage to demonstrate that s/he values safety by working and communicating with team members to identify and limit hazardous situations even in the presence of other job pressures such as scheduling and costs.

Is this really YOU?



Who can that be..?



- Anybody who demonstrates these behaviors:
- Understanding the following safety procedures
- Reporting safety issues when they arise
- Proactively preventing safety issues
- Implementing new/existing processes to improve safety
- Encouraging others to take safety seriously
- Acknowledging when they need assistance

LEADERS

- Although they might not be directly performing the work that requires safety procedures, leaders play a significant role in safety performance. ie compliance, enforcement and recognition.
- Leadership establishes the standards and values in an organization and has the power to positively affect change/behavior.



What is the importance of safety leadership?



- Safety is important for each and every employee in the industry because all workers desire to work in a safe and protected atmosphere.
- Health and safety is the key factor for all industries in order to promote the wellness of both employees and employers.
- *Directors/upper mgmt. need to confide and trust in their leaders to be impactful and continuously improving.*

Benefits of Effective Safety Leadership



- Increased morale
- Increased teamwork
- Positive safety climate
- Reduced hazards
- Safer work practices
- Fewer injuries and fatalities
- Better business reputation
- More productive and better quality
- Reduce losses/ costs
- Others?*

Safety Leaders Strengthen Jobsite Safety Climate



In how well a company's policies, procedures, and practices are actually implemented on the job site.

Do your leaders give you the needed confidence that allows you to plan success?

***5 LEADER*ship Skills**



Leads by example

Engages and empowers team members

Actively listens and practices multi-level communication

Develops team members through teaching, coaching, evaluation & feedback

Recognizes team members for a job well done

Has the ability to asses areas of weakness and correct

Engage and Empower Team Members

- Explain why safety is critical to getting the job done
- Engage team members in safety decision-making
- Conduct daily morning safety huddles and joint worker-management walk-arounds throughout the workday
- Empower team members to
 - *Report safety concerns, injuries and near misses*
 - *Report or fix hazards or unsafe situations*



Actively listen and practice multi-level communication



- Treat team members with respect when they are speaking
- Pay attention to non-verbal cues such as body language and eye contact
- Listen to **hear** what is being said vs. “come up with a response”
- Ask for clarifying questions *and also asks clarifying questions*
- Make sure you have listener’s attention

Develop Team Members through Teaching, Coaching, Evaluation and Feedback

Use the **FIST** Principle:

Describe the **FACTS**
Explain the **IMPACTS**
Provide **SUGGESIONS**
Be **TIMELY**

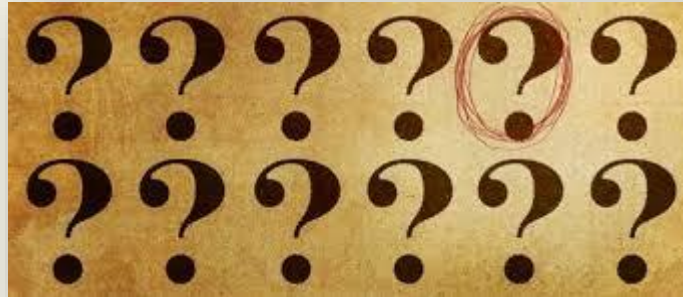


Apply safety leadership on the jobsite

- Identify the Naturals. Some employees are naturally inclined towards **Safety leadership**.
- Invite ideas. **Safety leaders** are always thinking how the process can be improved. *Methods-equipment-guidance*
- Provide training.



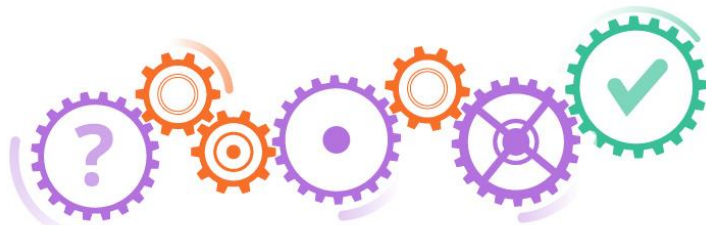
Expect subordinates to match their same level of focus and action



- These leaders probe to understand how the organization is changing the culture and what there expected to do to improve the safety climate.
- They ask the right questions to get people to think and apply initiative to safety improvement.

Drive the focus on proactive exposure reduction

- They understand that exposure-not injury-is the best indicator of safety performances.
- They enable workers to recognize when exposure is changing and take action to eliminate the risk in real time.



Leadership Responsibilities: CREDIBILITY



- The effective leader fosters a high level of trust from his superiors, peers and subordinates.
- This leader is willing to admit mistakes with others, is open to corrective measures, advocates in the interest of the organization and gives honest information about safety even if it is not well received.

Leadership Responsibilities: COLLABORATION



- The effective leader fosters work effectively with other people, promotes **cooperation** and **collaboration** in safety, actively seeks input from people on issues that affect them and encourages others to implement their decisions and solutions for improving safety.
- *Cooperate vs Collaborate passive vs active*

Leadership Responsibilities: COMMUNICATION



- The effective leader is an effective communicator.
- He or she encourages people to give honest and complete information about safety even if the information is unfavorable.
- This leader keeps people informed about the big picture in safety, and communicates frequently and effectively up, down, and throughout the organization.

Leadership Responsibilities

FEEDBACK AND RECOGNITION



- The effective leader is good at providing feedback and recognizing people for their accomplishments.
- This leader publicly recognizes the contributions of others, uses praises more often than criticism, gives positive feedback and recognition for good performance, and finds way to celebrate accomplishments in safety.

Measure self evaluation/assessments

- Through the process of self-evaluation, effective leaders must determine their capabilities, limitations and areas for improvement.
- Taking an honest look at yourself can help you perform a effective self-evaluation.
- By knowing yourself, leaders can take advantage of your strengths and work to overcome your areas of improvements.



Why is it important?



- It is important to conduct a regular self-evaluation, to determine how you are performing as a leader.
- The self-examination is important in analyzing your ability to be innovative, adapt to change, and lead in an ever-changing industry.

Self Assessment



- Why conducting a self assessment, perhaps consider what are some of the things that YOU as a leader would look for in other leaders.
- Are your leaders invested in their roles? Are YOU?
- Have your leaders demonstrated the skills that your program portrays they should be building and if not what can we do to improve? Are YOU are that level?
- *Are you part of the solution or are you part of the problem?*

TAKEAWAYS

- It takes **COURAGE** to be a leader
- It takes **COURAGE** to speak up
- These skills can easily be inserted into the daily workflow and productivity will not be effected.
- Leaders...
 - *Lead by example*
 - *Engage and empower team members*
 - *Actively listen and proactive 3-way communication*
 - *Develop team members by teaching, coaching and knowing how to give constructive feedback*
 - *Recognize team members*
- Leaders improve **SAFETY OUTCOMES**



Self-Evaluation Form

Date:	
Employee Name:	
Evaluation Area	
Building Trust <i>Example behaviors at Meets Expectations:</i> <ul style="list-style-type: none">Behaves and expresses oneself in an open and honest manner.Shares accurate information.Completes almost all assignments on time; informs others when a delay will occur.Adheres to all policies and procedures. <i>Additional examples:</i> Unacceptable Far Exceeds Expectations	
Delivering Results <i>Example behaviors at Meets Expectations:</i> <ul style="list-style-type: none">Delivers good results for all assigned tasks and goals.Stays focused on tasks and assignments.Uses time efficiently to complete assignments.Maintains current job knowledge and skills.Is receptive to and implements suggestions for improvement. <i>Additional examples:</i> Unacceptable Far Exceeds Expectations	
Collaboration <i>Example behaviors at Meets Expectations:</i> <ul style="list-style-type: none">Is respectful to others.Strives to resolve interpersonal conflicts constructively; seeks assistance when needSpends time with others when asked, to help them succeed.Demonstrates respect of cultural and individual values, regardless of background.Listens to and considers ideas from others, even when different from own. <i>Additional examples:</i> Unacceptable Far Exceeds Expectations	
Communication <i>Example behaviors at Meets Expectations:</i> <ul style="list-style-type: none">Shares important information with others.Listens carefully and asks questions when needed.Communicates in a clear and concise manner using appropriate grammar, pronunciation, and tone.	

Workshop Scenario

1 List or Name 3 traits or skill sets that a leader has that either are great, good or average:

2 How do you determine who your top leaders are: Not your good friends etc, and how do you asses and assist the leader that presents challenges etc.

3 What are corrective measures for areas that need improvement?

4 How do you recognize your top leaders? How do you assess those that need help?

5 How do you recognize and acknowledge their achievements?
