



Encouraging A Culture of Safety

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Quick Links

www.EncouragingSafety.com

www.Encouraging101.org

Greetings!

Welcome to our new subscribers. We are nearing a mailing base of 500 safety people excited about creating a culture of safety.

I want to invite you all to the National Safety Council (NSC) Annual Congress & Expo 2008 on Sept. 22nd - 24th in Anaheim, CA.

I'll be doing a breakout session entitled "Safety Through Good Organizational Citizenship" on Sept. 22nd from 1:30p to 3:00p.

Be sure to come up and introduce yourself!

Jay D. Rohman
Ambassador of Encouragement

Articulating The Vision

By Jay D. Rohman

Architects are a master at this. They bring in a scale model of whatever it is they are building. People can actually touch and feel what they are going to be experiencing. However; when building an organization of with good **Organizational citizenship Behavior**, we don't have the option of a scale model.

So how do we make this happen?

The best way to articulate the vision is a two step process. The first step is **live the vision**. Actions speak louder than words. Are you exhibiting good organizational citizenship behavior? Are you dealing with issues in an ethical manner? What do you do when others aren't looking? Remember...somebody is always looking! True organizational leaders must be able to articulate a vision for their organizations, and the followers must accept the credibility of the leader. This is why it is so important for leaders to live the vision.

When you are a good citizen it sets the tone for the organization. People follow a leader. They want to be associated with a leader. How you conduct yourself with good values and ethical behavior helps others to follow in your footsteps.

The second step is to **talk about the vision**. Share with people the vision that you have for the organization. Talk to them about opportunities they have to be a good citizen to their coworkers and customers. Share with them some of the things that you have found beneficial in your working towards being a good organizational citizen.

It is important to keep talking about the vision. The more you talk about it, the more focused it becomes and the better understood it is. Talking about the vision holds everyone accountable to what the end result should be.

The bottom line is you need to paint picture with your words and inspire others with your actions! Good organizational citizenship behavior leads to a safer work environment and helps encourage that culture of safety!

Next month; Step 4 Communication

Q & A Corner

Submitted by: Deb

Q: Jay, I had the pleasure of attending one of your OSHA Seminars in Grand Rapids, Michigan, a few weeks ago, and found you and the seminar very interesting, stimulating and informative. I came to work the next day, all fired up with "Encouraging Safety". In our effort, here at xxxxx, to create a better employee participation in our Safety Programs, we are running into a block wall with the employees. They are reluctant to change....argue at every turn...and are uncooperative. I would appreciate any help you can give me

A: Hi Deb,

Remember the 4 step process I gave you in regards to encouraging a culture of safety. The second step is Encouraging Employee Involvement and Commitment. The best way to encourage change is by having employees make the change on their own. They must feel like they are part of the process not just the vehicle to making it happen. The first step, Developing an Encouraging and Empowering Leadership, indicates that leadership at the grassroot level is the only way your organization will have success. Don't lose hope! It takes time to create a culture. It took a while to create the one you have now.

Note: Have a question? Submit it to jay@EncouragingSafety.com. Your company identity will be kept confidential unless otherwise permitted.

Where Is Jay

2008

8/27-9/2	Rapid City, SD
9/8	Greensburg, PA
9/9	Pittsburg, PA
9/10	Troy, MI
9/11	Grand Rapids, MI
9/15	Tacoma, WA
9/16	Olympia, WA
9/17	Portland, OR
9/19-26	NSC Congress - Anaheim, CA
9/30	West Palm Beach, FL
10/1	Miami, FL
10/2	Fort Lauderdale, FL
10/3	San Juan, PR
10/7	New York City, NY
10/8	Hauppauge, NY
10/9	Parsippany, NY
10/10	East Brunswick, NY
10/14	Wichita, KS
10/15	Topeka, KS
10/16	Overland Park, KS
10/17	St Louis, MO
10/21	Augusta, GA
10/22	Athens, GA
10/23	Gainesville, GA
10/24	Atlanta, GA
11/3	Davenport, IA
11/4	Dubuque, IA
11/5	Cedar Rapids, IA
11/6	Des Moines, IA
11/17	Lincoln, NE
11/18	Omaha, NE
11/19	Sioux Falls, SD
12/4-7	Los Angeles, CA
12/16	St Louis, MO
12/17	Kansas City, MO
12/18	Boulder, CO

Encouraging A Culture of Safety Vol. 1 "Developing An Encouraging And Empowering Leadership"

This is a hands-on Self Assessment workbook that will walk you through the steps of developing the leadership that is needed to create the culture of safety that you desire.

Included chapters are:

- Ingredient #1 Leadership
- Ingredient #2 Strategic Plans and objectives
- Ingredient #3 Policies and Procedures
- Ingredient #4 Communication
- Ingredient #5 Attitude
- Ingredient #6 Training
- Ingredient #7 Continual Improvement

Cost:

Hard copy: \$75.00

PDF file: \$65.00

Contact 1-800-293-5926 or e-mail for ordering information:

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