

Encouraging A Culture Of Safety

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Are You Held Hostage?

By Jay D. Rohman

I often hear a seminar attendee or a prospective client say "We can't afford to lose anybody..." They either operate out of a small town where the labor force is limited or they are short handed to begin with. They are afraid that if they hold fast to their safety policies or start terminating people it will put them out of business.

The truth of the matter is that employees are just as concerned about losing their job as you are having to worry about replacing them. They need the paycheck and the benefits just as bad as you need them to fill your position. And there is no guarantee that they will be able to find another job that will do that adequately.

The bottom line is to not allow them to hold you hostage. We ultimately train people to act the way they act. If you are fearful implementing safety practices and eventually have to terminate an individual because of non-compliance, they can sense that. They know that you think they have you over a barrel. They will take advantage of that concern to skirt around safety policies.

My experience has been that if you hold fast to your policies and truly believe in employee safety, most will comply. If they don't, for the sake of the company, for the protection of all of your employees, and especially for the safety of that particular individual, you must *free up their future*. Once other employees see that you are serious about safety, they will have a change of attitude and your fears of mass firings will never become a reality.

Where is Jay?

2007

10/10 10:10

12/11 Spokane, WA
12/12 Yakima, WA

2008

2/5 Grand Island, NE
2/6 Lincoln, NE
2/7 Omaha, NE
2/8 Sioux Falls, SD
3/10 - 11 Kansas City, MO
3/12 - 13 St Louis, MO
3/17 Sioux Falls, SD
3/18 Omaha, NE
3/19 Des Moines, IA
3/20 Cedar Rapids, IA
3/24 - 29th XII International Seminar
In Mining Safety
3/31 Manchester, NH
4/1 Woburn, MA
4/2 Providence, RI
4/3 East Hartford, CT
4/14 Eureka, CA
4/15 Redding, CA
4/16 Chico, CA
4/17 Stockton, CA
4/18 Modesto, CA
4/19 - 20 Seattle, WA
4/21 Farmington, NM
4/22 Albuquerque, NM
4/23 Flagstaff, AZ
4/24 Scottsdale, AZ
4/25 Tucson, AZ
July 31 Greater Omaha NSC Breakfast
Series - Omaha, NE

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:

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Ingredient #2 Strategic Plans and objectives
Ingredient #3 Policies and Procedures
Ingredient #4 Communication
Ingredient #5 Attitude
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Cost:

Hard copy: \$75.00

PDF: \$65.00

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

jay@EncouragingSafety.com

Have a safe and prosperous month! And remember...Encouragement is a thumbs up to the soul!

Jay Rohman
The Encouraging 101 Organization

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