



Encouraging A Culture of Safety

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Quick Links

www.EncouragingSafety.com

www.Encouraging101.org

Greetings!

Here we are in December and a few days away from Christmas! Where does the time go?

Lots of things happening around here. I am completing the publication of a book "The Decision...Only You Can Make It!" The College Edition will be ready for a college leadership conference I'm speaking at in February. Sometime early 2009 I will have another book available entitled "Using A Revolutionary Process For Employee Success." (this is a working title; subject to change.

And it looks like I will be going to India in April to present at a Safety and Security Conference.

So! Let's dig right in with the content that you need!

And remember...Encouragement is a thumbs up to the soul!

Jay D. Rohman
Ambassador of Encouragement

Management Feedback By Jay D. Rohman

One of the key concepts of a new culture includes the actions of management. Even though a successful culture must begin at the grass roots level, the culture cannot change unless managers and supervisors change how they practice safety. This includes the actions of trying to catch people doing something right rather

than always trying to catch people doing something wrong. It also includes changing their language from Disciplinary Process to Resolutionary Process.

One of the best ways that management can obtain reliable feedback concerning their safety leadership is anonymously. You do this by allowing employees to complete an anonymous on-line survey. This survey should also include additional question that have a broad emphasis on the rating of the current safety culture. But you want to make sure that a section of the survey address the 'perception' of leadership in regards to safety. I say perception because what front line employees believe may not be what management perceives to be true. My motto is "The other persons perception is more important than the truth that you know." The reason for this is the other person will always act off of their perception because it is their truth. If you want a good outcome, you must change the perception.

Once management understands the employee's perception, only then can they take the necessary actions to make the change on the perception. It must be an anonymous survey so that employees feel safe in disclosing their beliefs without reprimand. If they feel that management knows who is saying bad things, of course they will not be honest. This will make the entire process a waste of time. Often it is better to bring in a third party to conduct the survey. The third party should spend several days in contact with the workforce allowing employees to get to know them and have a basis of trust.

Remember, management needs an accurate assessment of how the workforce perceives the culture and managements role within that culture. Then and only then can they begin to implement changes to help the culture grow from the grassroots level.

Next month; Step 6 Making Leadership A Habit

Q & A Corner

Submitted by: Margaret

Q: Jay, I attended your workshop in Cedar Rapids on Nov 5. Do you have any recommendations for training video for staff retraining? We have an old video and need to order something newer. Also I work in a medical office and didn't you say something about blood borne training info?

A: Hi Margaret ,

For resources not necessarily for safety, I would recommend that you go to www.Pryor.com. They are an excellent training company for both public seminars and onsite training as well. They have a number of DVDs for team and individual training.

Specifically for safety, I would recommend that you check out your local National Safety Council chapter. You can go to www.nsc.org and look up your local chapter.

Not only the national organization, but your local chapter has bunches of safety resources sometimes for free (if you are a member) or a minimal cost. I recommend everyone involved in safety needs to become a member.

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

Free Resource

Get your free pdf copy of:

2007 Workplace Safety Index
PPE Standard Reference

For your free downloads, go to:

www.encouragingsafety.com/resources.htm

Where Is Jay

2008

12/4-7 Los Angeles, CA
12/8 Cleveland, OH
12/9 Akron, OH
12/10 Columbus, OH
12/11 Dayton, OH
12/12 Cincinnati, OH
12/16 St Louis, MO
12/17 Kansas City, KS
12/18 Boulder, CO

2009

1/7-11 Mission, KS
1/12 Wichita, KS
1/13 Topeka, KS
1/14 Overland Park, KS
1/15 Springfield, MO
1/16 St Louis, MO
1/20 Ontario, CA
1/21 Anaheim, CA

1/23	Honolulu, HI
1/26	Milwaukee, WI
1/27	Kenosha, WI
1/28	Appleton, WI
1/29	Madison, WI
1/30	Rockford, IL
2/2	Troy, MI
2/3	Bloomington, MN
2/4	St Louis, MO
2/10	Kansas City, KS
2/11	Dallas, TX
2/12	Phoenix, AZ
2/13-15	National Collegiate Leadership Conference Tucson
2/18	Ranoake, VA
2/19	Richmond, VA
2/20	Norfolk, VA
2/21	Columbus, OH
3/2	South Bend, IN
3/3	Fort Wayne, IN
3/4	Toledo, OH
3/5	Ann Arbor, MI
3/6	Troy, MI
3/9	Traverse City, MI
3/10	Grand Rapids, MI
3/11	Kalamazoo, MI
3/12	Lansing, MI
3/13	Flint, MI
3/17	Grand Rapids, MI
3/18	Flint, MI
3/19	Troy, MI
4/2-5	Las Vegas
4/20-5/1	Fire, Safety & Security India 2009 Conference
5/12-13	Greater Omaha Nebraska NSC Conference & Expo
5/18-20	Wisconsin Safety Council Conference
6/2-6	Cedar Rapids, SD
6/23-26	Dallas, TX
7/18-21	Phoenix, AZ

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:
jay@EncouragingSafety.com

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