

Encouraging A Culture Of Safety

In This Issue

[Using A Resolutionary Process!
\(Part 1\)](#)

[Where is Jay?](#)

[Encouraging A Culture Of
Safety Vol. 1](#)

Quick Links...

www.EncouragingSafety.com

www.Encouraging101.org

Using a Resolutionary Process! (Part 1)

By Jay D. Rohman

When you think of a disciplinary process, what are the first thoughts an employee has? Would you agree that they are negative thoughts? Things like; "I'm being punished", "I'm a poor employee", or "they're just trying to get rid of me". Whenever somebody is being told that they are being 'disciplined', their emotions take control and often times they begin to act with counter productive behavior.

I have found that when we replace the disciplinary process with what I call a Resolutionary Process. A Resolutionary Process initiates a positive reaction rather than a negative. We indicate to the employee that we are interested in resolving the issue rather than punishing them. We are also forced to look at OUR reasons for initiating an action due to an employee's behavior or shortcoming. Are we doing it because we are tired of their non-compliance or are we doing it because we truly want to turn their behavior around and we are willing to work with them?

We'll continue this train of thought next month!

Where is Jay?

2008

1/21	Omaha, NE (NSC Time Management)
2/5	Grand Island, NE
2/6	Lincoln, NE
2/7	Omaha, NE
2/8	Sioux Falls, SD
2/20	Omaha (Auto Repair Shop Safety Seminar)
3/10 - 11	Kansas City, MO
3/12 - 13	St Louis, MO
3/14	St Louis (Auto Repair Shop Safety Seminar)

3/17	Sioux Falls, SD
3/18	Omaha, NE
3/19	Des Moines, IA
3/20	Cedar Rapids, IA
3/21	Cedar Rapids (Auto Repair Shop Safety)
3/24 - 29 th	XII International Seminar In Mining Safety Conference
3/31	Manchester, NH
4/1	Woburn, MA
4/2	Providence, RI
4/3	East Hartford, CT
4/4	E Hartford (Auto Repair Shop Safety Seminar)
4/14	Eureka, CA
4/15	Redding, CA
4/16	Chico, CA
4/17	Stockton, CA
4/18	Modesto, CA
4/21	Farmington, NM
4/22	Albuquerque, NM
4/23	Flagstaff, AZ
4/24	Scottsdale, AZ
4/25	Tucson, AZ
4/28	Reno, NV
4/29	Sacramento, CA
4/30	Fresno, CA
5/1	San Jose, CA
5/2	San Francisco, CA
5/5	Grand Rapids, MI
5/6	Flint, MI
5/7	Ann Arbor, MI
5/8	Troy, MI
5/9	Troy (Auto Repair Shop Safety Seminar)
5/13	Eau Claire, WI
5/14	Bloomington, MN
5/15	St Cloud, MN
5/16	Fargo, ND
5/20	Portland, OR
5/21	Phoenix, AZ
5/22	Denver, CO
6/7-8	Houston, TX
7/31	Greater Omaha NSC Breakfast Series)

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 Safety Culture

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

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

Jay Rohman
The Encouraging 101 Organization

jay@EncouragingSafety.com

1-800-293-5926