



Encouraging A Culture of Safety

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Quick Links

www.EncouragingSafety.com

www.Encouraging101.org

Happy New Year!

I hope you all have had a blessed New Years and a SAFE one as well!

I hope you have enjoyed the article series we are completing this month. To jog your memory the 6 steps toward creating good 'OCB' - Organizational Citizenship Behavior are:

1. **Organizational Assessment**
2. **Establishing a core group**
3. **The vision**
4. **Communication**
5. **Management Feedback**
6. **Making Leadership a habit**

This month we are wrapping up with step #6.

Please - send me any questions you have and have a safe month.

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

Jay D. Rohman

Ambassador of Encouragement

Making Leadership A Habit **By Jay D. Rohman**

It can be pretty easy to wimp out of a leadership role. How do we do that? We just decide that we will make it somebody else's responsibility to be

the leader. This is a little story about four people named Everybody, Somebody, Anybody, and Nobody who needed to take the lead and make decisions about safety.

There were important decisions that needed to be made to make sure that all involved were safe. Everybody was sure that Somebody would make sure that the decisions were made.

Anybody could have made them, but Nobody did it because they were not sure how people would react to them.

Somebody got angry about it and decided that they didn't want to make them because it was Everybody's responsibility.

Everybody thought that somebody would make them, but Nobody realized that Everybody wouldn't follow through.

It ended up that Everybody blamed Somebody when Nobody did what Anybody should have done

Here is the real deal. Everybody is responsible for Somebody and Anybody while Nobody gets left out when it comes to Safety. Leadership is a skill that is learned and developed, just like being safe. Each and every individual must take the stance of being a leader and make sure that safety is a priority. When an individual is seen not complying with the safety policies in place, not only are they putting themselves in danger but you and all their co-workers!

Don't be afraid to stand up and save someone's life. It is your responsibility. That makes you a Good Organization's Citizen!

Q & A Corner

Submitted by: Warren

Q: Hi Jay! I heard you speak at a seminar in Hawaii earlier this year and want to say Thank You for the information that you have shared. As you know, here in the Islands we can be pretty laid back. How do we motivate our employees to be safe?

A: Hi Warren,

First of all, let me mention that you can not motivate anybody to do anything. All you can do is provide an environment that helps them to make a decision that you would like them to make.

One of the best practices that I have found is to ask questions. This is a skill that can be learned. Ask them questions that make them think. A lot of times you will get a response like this; "I don't know." I get this type of response from my nephew all the time. I simply say "Well, if you did know, what would it be?" Don't

let them off the hook. Let them give you the answer to why they should do something. This way they are more likely to take ownership.

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

Free Resource

This months free resource is a website that I have come accross to network with other safety professionals. Check it out and if you join look me up on the site and introduce yourself. In the next month I'll start a community on the site for "Encouraging A Culture of Safety". Here is the site:

www.safetycommunity.com/

For other downloadable resources, go to:

<http://www.encouragingsafety.com/resources.htm>

Where Is Jay

2009

1/12	Wichita, KS
1/13	Topeka, KS
1/14	Overland Park, KS
1/15	Springfird, MO
1/16	St Louis, MO
1/21	San Diego, CA
1/22	Carlsbad, CA
1/23	Las Vegas, NV
1/26	Milwaukee, WI
1/27	Kenosha, WI
1/28	Appleton, WI
1/29	Madison, WI
1/30	Rockford, IL
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
3/14	Columbus, OH
3/18	Columbus, MO
3/19	St Louis, MO
3/20	Springfield, IL
3/24	Springfield, MO
3/25	Kansas City, MO
3/26	Topeka, KS
3/27	Wichita, KS
4/2-5	Las Vegas
4/6	Reno, NV
4/7	Sacramento, CA
4/8	Santa Rosa, CA
4/9	San Francisco, CO
4/14	Buffalo, NY
4/15	Rochester, NY
4/16	Syracuse, NY
4/17	Albany, NY
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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