

Encouraging A Culture of Safety

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Greetings!

If you haven't noticed, we have a new newsletter format. Please feel free to give me feedback on what you think. I also want to take this opportunity to pass on to you a couple of new features.

Beginning with this issue we will have a question and answer section. As I travel I am frequently asked questions about certain issues. I have also been e-mailed questions as well. Feel free to e-mail me questions and I may share them with the subscribers. However; I will keep you anonymous and I will e-mail you back privately as well.

The second feature is from time to time I have access to specific reports and white papers that I feel would be of interest to you. Keep an eye out in your e-mail for these. The first one coming out in the next few days is a 2007 Workplace Safety Index. Enjoy!

This month's article is on the 2nd step of creating good organizational citizenship - Establishment of a Core Group.

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

Jay D. Rohman
Ambassador of Encouragement

Establishment of a Core Group

By Jay D. Rohman

You cannot do it on your own!!! Do I need to repeat that? Helping to create and nurture a culture takes time, patience, and hard work. One cannot succeed on their own. It takes everybody to have a culture and it takes a few to help it get started.

Good Organizational Citizenship is as much about peer pressure as it is about internal values. Most people will follow the leader rather than go it alone, if they can. It feels uncomfortable being outside of the group. Having a core group of individuals that will model Good Organizational Citizenship is often enough to get the rest of the group to emulate them.

How is this done? It is called Leadership Talk. I was sent a review copy of a book a number of years ago called "Leadership Talk" by Brent Filson and it revolutionized my thinking. The secret is that you find like minded people who are practicing Good Organizational Citizenship and individually you speak with them and lead them into a greater role of what it is that they are doing. They then use Leadership Talk and encourage others to be Good Organizational Citizens.

You now have a core group of individuals that can initiate change in the organization and communicate to others the benefits of that change. When you have employee peers taking positive action in creating a culture, you now have a credible group of individuals that can get things done. This is unlike a management directive that most employees are suspicious of.

Next month we'll talk about Creating a Vision and Identifying the Key Values and Practices.

Q & A Corner

Submitted by: Candace

Q: Hello Jay, I attended a Workplace Safety and OSHA Compliance class in April in Rhode Island. I have a question that you may be able to answer for me. I have received a couple e-mails from Chemtel which says that OSHA will be requiring a 16 part MSDS as of January 2009 in order to integrate with the Globally Harmonized System. I have not read this on the OSHA website. They are saying that MSDS I create or have created need to be changed. I was unaware that OSHA even regulated MSDS that I created. I thought I just had to have all the MSDS from my suppliers. If you could please clear this up for me or let me know who I could contact about this I would appreciate it very much.

A: Hi Candace,

I have been following the GHS issue closely and know that OSHA has had plans to adopt these international requirements. Though they allow you currently to use any format for your self made MSDS, they do regulate the information. I have not seen anything either in regards to implementation in 2009, but it is highly possible.

Additional information about the 16 section MSDS can be found here:

<http://www.osha.gov/dsg/hazcom/msdsformat.html>

Hope this helps. Be safe out there!

Jay

Note: Since I sent this reply to Candace I have received some additional information. It is unlikely that any decision will take place till after the elections. It has been suggested that if a Republican takes office, it is unlikely that any changes will take place. It is still up in the air if a Democrat should win the Presidency. If any changes are to take place it

Democrat should win the Presidency. If any changes are to take place it will take some time since proposed rules will need to go through several readings and if passed enough time needs to be allowed for employers to make those changes.

Where Is Jay

2008

6/25	Ontario, CA
6/26	Las Angeles, CA
6/27 - 7/3	Honolulu, HI
7/8	Las Vegas, NV
7/9	Anaheim, CA
7/10	Palm Springs, CA
7/11	Ontario, CA
7/14	Salt Lake City, UT
7/15	Boulder, CO
7/16	Denver, CO
7/17	Colorado Springs, CO
7/22	Rockford, IL
7/23	Joilet, IL
7/24	Merrillville, IL
7/25	Chicago, IL
7/29	Tucson, AZ
7/31	Greater Omaha NSC Breakfast Series
8/19	Casper, WY
8/20	Cheyenne, WY
8/21	Ft Collins, CO
8/22	Colorado Springs, CO
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	Suan Juan, PR
10/7	New York City, NY

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

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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.

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