

Encouraging A Culture of Safety

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Have You Done An Organizational Assessment?

Where's Jay

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Have You Done an Organizational Assessment? By Jay D. Rohman

The first step for improving leadership and realigning your culture for safety is an organizational assessment. I mean, how can you know where you are at or even where you want to get to if you don't assess your current status? Sometimes we don't do an organizational assessment because we are afraid of what we'll find. We do the 'ostrich-head-in-the-sand' act. The bad thing about this is we're still going to suffer the consequences the only difference is we won't see it coming!

There are several areas that need to be assessed within the organization. They are the perceptions of the workforce and the perceptions of management. Why do I say perceptions? Because the answers from each group will be based on the assumptions they have of each other. This often times has nothing to do with fact, but with beliefs formed by actions take out of context.

You'll have a better understanding if you try a little experiment. Sit with a group of people that are speaking a foreign language that you do not understand. In your mind you will form impressions and thoughts about what you believe they are talking about. After spending 30 minutes in this situation, have somebody interpret to you what they were saying. Believe me! You will be astounded how wrong you were.

The only way you can understand what people in the organization believe is by assessing their belief systems. How does labor interpret the actions of management and how does management interpret the actions of labor? If management is seen as being ethical and conscientious, then good organizational citizenship behavior will come about naturally. If the organization comes across that they don't care, then a very different type of attitude will be more likely to exist that is counterproductive.

When employees feel that they are fulfilling a purpose

When employees feel that they are fulfilling a purpose that is worthwhile and they are a part of the solution...not the problem, they now focus on something bigger than a paycheck. They think, act, and behave differently. Being safer is a natural by-product of this attitude because actions are based on the reality of what an organization is not what employees or managers think it is. Keep in mind however; if an organization is not ethical or conscientious, employees will have no incentive to be good organizational citizens and safety will suffer as well.

Do an assessment. Know where the organization is at. Then if things need to be fixed, fix them.

By the way...ostriches don't stick their heads in the sand. It's a myth.

Next month we'll talk about the second step - Establishment of a Core Group.

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

Keep safe out there!

Where is Jay?

2008

6/3	North Charleston, NC
6/4	Columbia, SC
6/5	Asheville, NC
6/7-8	Houston, TX
6/10	Bloomington, MN
6/11	St Louis, MO
6/12	Kansas City, MO
6/13	Wichita, KS
6/16	Galveston, TX
6/17	Corpus Christi, TX
6/18	McAllen, TX
6/25	Ontario, CA
6/26	Las Angeles, CA
6/27	Honolulu, HI
7/8	Las Vegas, NV
7/9	Anaheim, CA
7/10	Palm Springs, CA
7/11	Ontario, 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
10/8	Hauppauge, NY
10/9	Parsippany, NY
10/10	East Brunswick, NY
10/14	Witchita, KS
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11/18	Omaha, NE
11/19	Sioux Falls, SD

**Encouraging A Culture of Safety Vol 1
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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. Included chapters are:

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Cost:

Hard copy: \$75.00

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

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

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