

Encouraging A Culture of Safety

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Safety In South America

By Jay D. Rohman

As most of you know, I was speaking at a Safety Conference for the mining industry in Lima Peru the end of March. I thoroughly enjoyed myself and the people that I had an opportunity to meet. Even though I could not speak Spanish, everyone was gracious in helping this non-Spanish speaking American feel welcomed.

What I really want to address though is the state of safety in Peru. I can only describe it as pre-OSHA in the United States. There are no laws or regulations that are enforced by the national government in Peru which pretty much leaves it open to how safe companies want to make it and what workers are willing to tolerate. But I can say with certainty that there is a movement within the mining industry to make it as safe as possible for the miners.

I did sit through the entire conference and even though I didn't understand much, I was able to pick up some things. One of the presenters used statistics in regards to some interesting observations. One of the observations had to do with a particular company that had drastically reduced its safety budget. The outcome was there was a great increase in incidents for that year. But the most interesting part was that even though they increased the budget for the next year, it took them several years to get back to where they were before they had cut the budget.

One question that I was asked at the end of my presentation help me realize people are pretty much the same all over the world. I was asked how do you deal with a situation where management doesn't trust the workers and the worker doesn't trust management? Doesn't that sound like an American problem? Mt answer was simply this. Sometimes you need to bring in a mediator that will be the middle party to help create a culture of safety. To do that, they will need to help create a culture of trust!

Tune in next week as we look at the first step, Organizational Assessment, for improving leadership

Organizational Assessment, for improving leadership and realigning the culture through good organizational citizenship.

Until then, remember...Encouragement is a thumbs-up to the soul!

Where is Jay?

2008

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
6/3	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	TBA
7/10	TBA
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
7/31	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	TBA
9/10	TBA
9/11	Grand Rapids, MI
9/15	Tacoma, WA
9/16	TBA
9/17	Portland, OR
9/19-26	NSC Congress - Anaheim, CA

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

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