



Encouraging A Culture of Safety

In This Issue

Communication

Q & A

Free Resource

Where Is Jay?

Quick Links

www.EncouragingSafety.com

www.Encouraging101.org

Greetings!

I bet you all have been wondering what the heck happened to Jay! I have gotten numerous e-mails of individuals attending the 2008 National Safety Congress and Expo and finding my session was canceled. Sorry I missed you. Here's the scoop.

On September 4th I was involved in a one vehicle accident on I-70 in St Louis. As I was driving down the interstate my vehicle hydroplaned and struck the concrete median. Yes, I was wearing my seat belt. However, upon impact my air bags were deployed, striking me in the face and causing injury to my eyes. Although my right eye has almost fully recovered on its own, I had to have surgery on my left eye and will need further surgery to correct some damage.

Since that time I have been confined pretty much to home, canceling all of my September and October engagements, including the NSC breakout session. The good news is that I am able to see well enough to hit the road again beginning in November.

Thank you for your prayers.

Jay D. Rohman
Ambassador of Encouragement

Communication

By Jay D. Rohman

If you want people to accept an organizational concept such as being good organizational citizenship, then you must communicate to them what and why this concept is being adopted. Especially if this is a change from the concepts and behaviors of the organization of the past. Employees are naturally mistrusting when something new is being implemented by the organization hierarchy.

The best way to handle this mistrust is first and foremost let everybody know that upper management is adopting a new philosophy. No one is going to be forced to participate and there will be no punishment for those that choose not to. But opportunities will be made available for those that choose to. Then...DO WHAT YOU SAY!

The best way to overcome mistrust is to model the behavior that you want to see come about. Don't just talk the talk but you better be sure that you actually walk the walk. The proper type of communication is important because even if you don't follow through, you are communicating that you can't be trusted.

You see, communication is not just about what you say but it is also about what you do.

Next month; Step 5 Management Feedback

Q & A Corner

Submitted by: Jack

Q: Jay, I am having a hard time convincing my General Manager that safety is an investment and not an expense. Any ideas on how to get this message accross to him?

A: Hi Jack,

In order to get the message accross, you need to speak to him in his language. The language of finance. What he is looking at is the cost to the bottom line. You need to show him that their is a ROI (Return on Investment). One of the ways that you can do this is show him what it is costing companies in your industry by not implementing safety practices that are compliant to the standards. A handy research toll for this can be found at www.osha.gov/oshstats/index.html. You can look up companies by name or the Standard Industry Code (SIC) to determine what OSHA is citing for in non-compliance and what the penalties are. This should help you get the message accross that safety is an investment and not an expense.

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

Free Resource

Get your free pdf copy of the 2007 Workplace Safety Index.

For your free download, go to:

www.encouragingsafety.com/resources.htm

Where Is Jay

2008

11/3	Davenport, IA
11/4	Dubuque, IA
11/5	Cedar Rapids, IA
11/6	Des Moines, IA
11/10	Keene, NH
11/11	Springfield, MA
11/12	Worcester, MA
11/13	Taunton, MA
11/14	Woburn, MA
11/17	Lincoln, NE
11/18	Omaha, NE
11/19	Sioux Falls, SD
12/4-7	Los Angeles, CA
12/8	Cleveland, OH
12/9	Akron, OH
12/10	Columbus, OH
12/11	Dayton, OH
12/12	Cincinnati, OH
12/16	St Louis, MO
12/17	Overland Park, KS
12/18	Boulder, CO

2009

1/12	Wichita, KS
1/13	Topeka, KS
1/14	Overland Park, KS
1/15	Springfield, MO
1/16	St Louis, MO
1/20	Ontario, CA
1/21	Anaheim, CA
1/23	Honolulu, HI
1/26	Milwaukee, WI

1/27	Kenosha, WI
1/28	Appleton, WI
1/29	Madison, WI
1/30	Rockford, IL

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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