



# Empowering Employees to Work Safely Best Practices to Engage Your Employees in Safety

Presented by:

Dianne Grote Adams, MS, CIH, CSP, CPEA, FAIHA

## OBJECTIVES

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Identify potential barriers to a culture that values safety

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Explain the role of leaders in engaging in the safety culture

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List leading indicator goals that drive behavioral changes

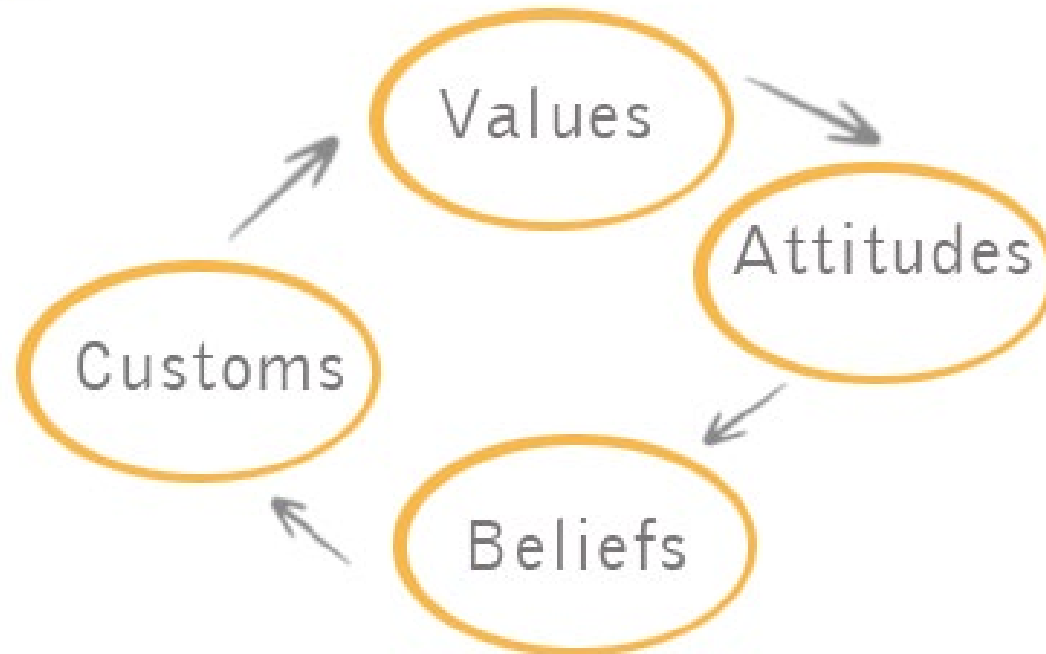
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Explain appropriate responses to unsafe behaviors

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Suggest some ideas for engaging associates

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101 Amazing Facts about Google...  
Learn the secrets of the Googleplex



Google™



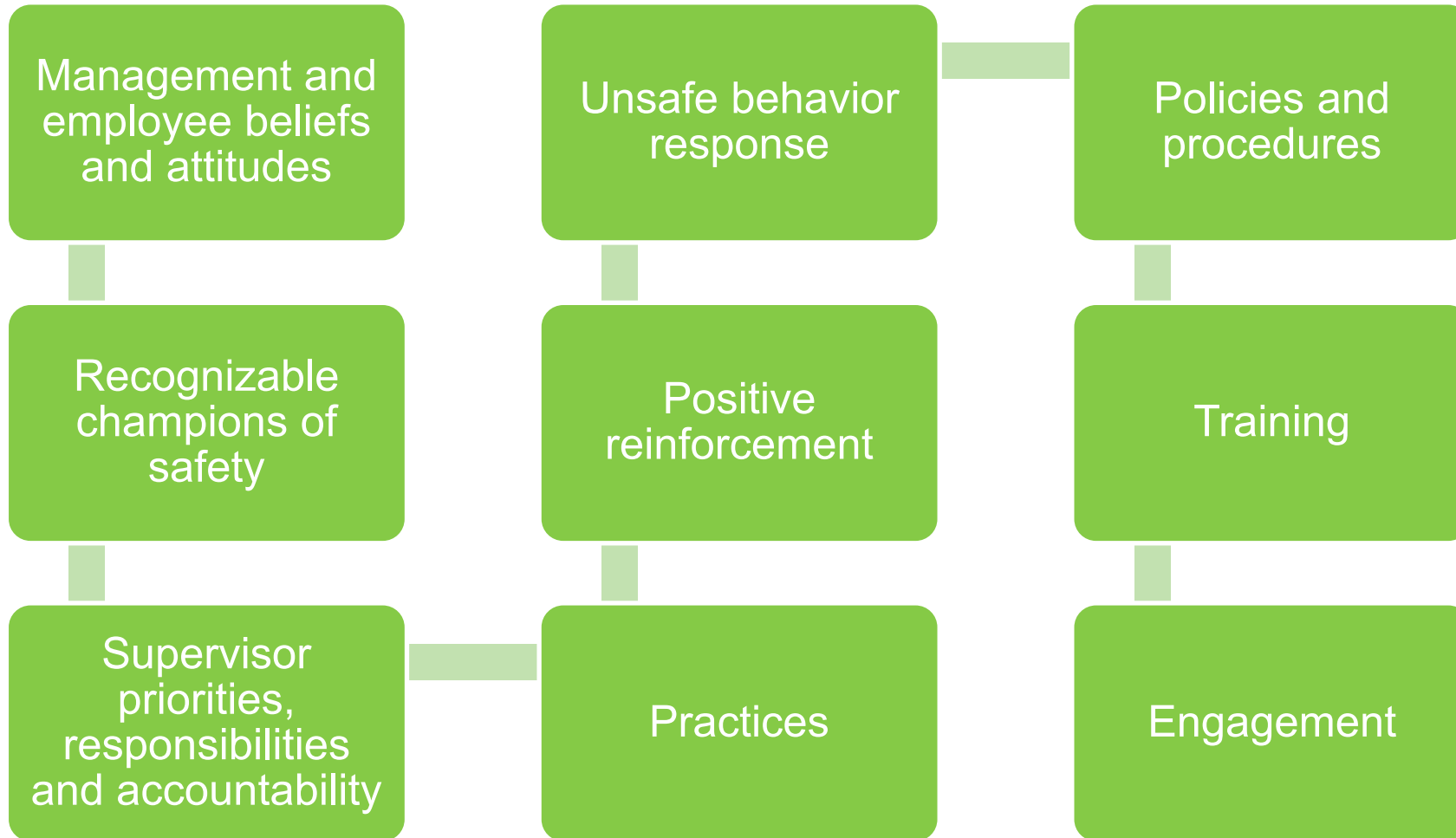


The condition of being protected from or unlikely to cause danger, risk or injury



A way of thinking, behaving or working that exists in a place or organization

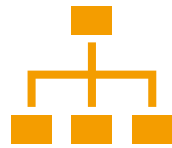
# Road to Safety Culture



# Rate Your Safety Culture



AWESOME



Decent



Poor



Non-Existent

# Barriers to a Strong Safety Culture





The Power of...

Providership

# Role of Leaders

Visible Safety Champions  
Engaging Employees

# (Safety) Leader Defined

- A person who rules or guides or inspires others
- A person that guides, gives direction, and inspires
- Leaders cast vision and motivate people

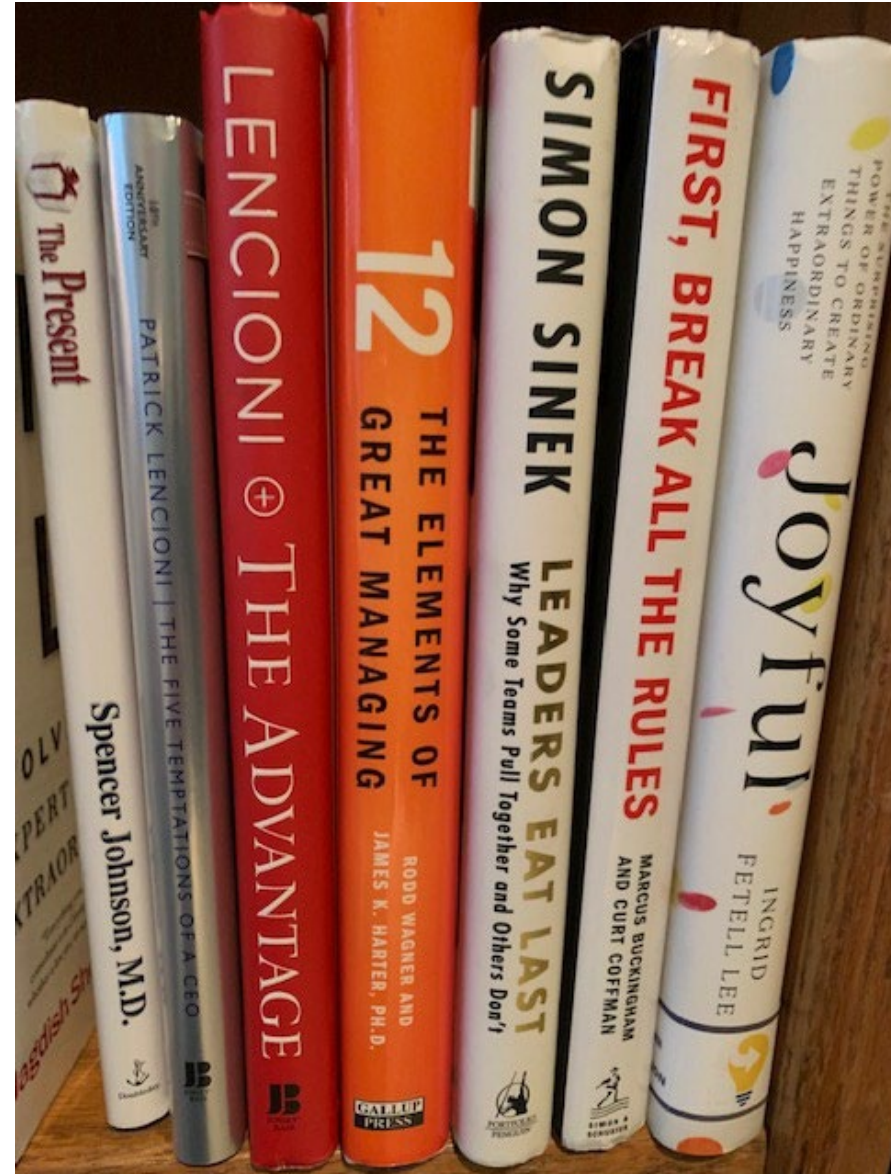
**Vision** → **Inspire/Motivate** → **Guide**

# How Leaders Succeed

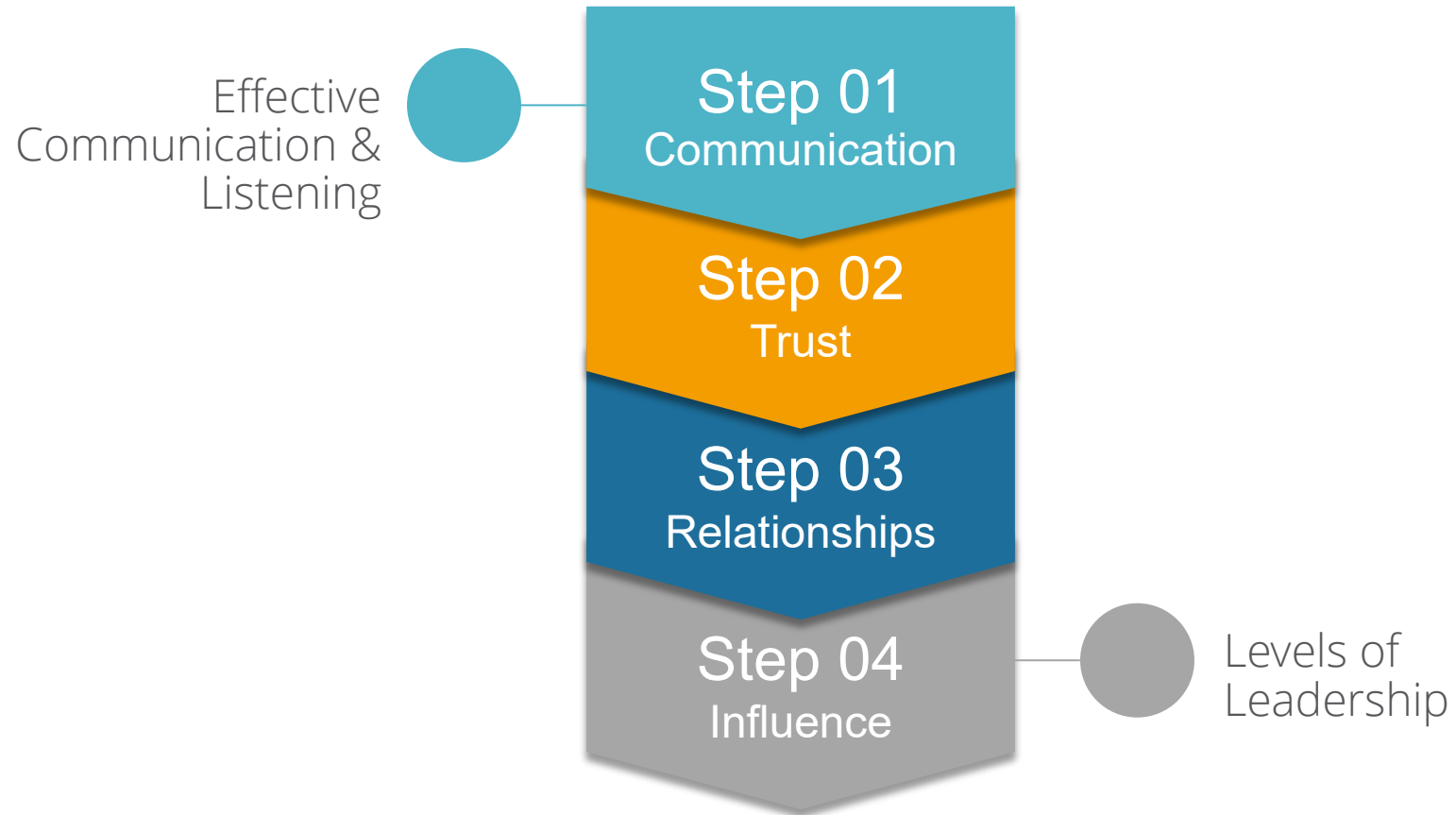
Vision

Inspire/Motivate

Guide



# How Leaders Succeed



# Why Engage Others?

## Benefits of Employee Engagement\*

1. Better attendance
2. Better performance
3. Better quality service
4. Less incidents/accidents
5. More likely to stay with current employer

• \*Gallup

# Element of Great Managing

1. I know what is expected of me
2. I have the materials and equipment to do my work right
3. I have the opportunity to do what I do best each day
4. **Someone has recognized or praised me in the last seven days**
5. **Someone at work cares about me**
6. Someone encourages my development
7. **My opinions seem to count**
8. The purpose of my company makes me feel my job is important
9. **My coworkers are committed to doing quality work.**
10. I have a best friend at work.
11. In the last six months, someone at work has talked to me about my progress
12. **I have had opportunities to learn and grow.**



# Great Managing

## I know what is expected of me

- Onboarding
- Job Instruction – JHA

## I have the materials and equipment to do my work right

- Lockout/tagout
- Appropriate available comfortable PPE

## Someone has recognized or praised me in the last seven days

- Positive reinforcement

## Someone at work cares about me

- Response to unsafe behaviors

# Great Managing

## My opinions seem to count

- Suggestion box
- Safety Committee
- Incident Investigation
- Feedback

## My coworkers are committed to doing quality work

- Work safely
- Follow procedures

## I have had opportunities to learn and grow.

- Develop corrective actions
- Conduct tool box talks
- Conduct department safety inspections

# Engaging Others

# Who Must We Engage???



Bean Counters



Marketing



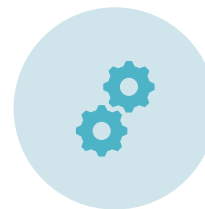
Procurement



Supply Chain



HR



Operations

# Tips for Engaging Workers and Teams

Solicitor has to  
'believe'

- Find and share your motivator

People generally  
don't volunteer

- Church, etc.

Recruit the informal  
leaders

Accept input; avoid  
contradictions, buts..

- Open ended questions
- Don't take 'their' monkey

Provide resources

- Time and money

Communicate and  
communicate

Personalize the  
recognition

# Engaging Employees



1. Active Role
2. Ask
  1. Help
  2. Opinion/Suggestions
  3. Solicit input
3. Listen to Feedback
4. Find People Doing the Right/Good Things
  1. Comment on Them

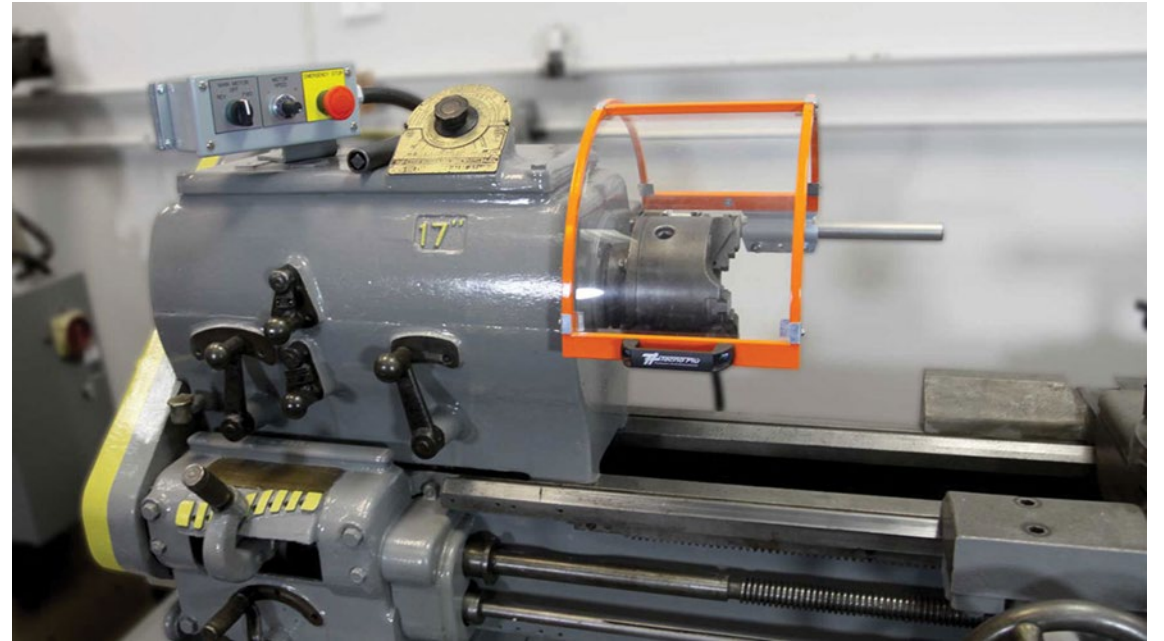
# Are Your Employees Actively Participating In...

1. Safety committee meetings and department inspections
2. Training co-workers and doing incident investigations
3. Some of the above
4. All of the above



# Feedback and Coaching

- Timely
- Make it personal
- Self discovery





# Employee Engagement Opportunities

- Involve Workers in All Aspects

1. Develop program and goals
2. Report hazards and solutions
3. Analyze hazards
4. Define safe work practices
5. Conduct site inspections
6. Develop/revise safety procedures
7. Participate in investigations
8. Train coworkers/new hires
9. Develop training programs
10. Evaluate program performance

# Reinforce

- Attract attention
  - Signs and posters (digital or hardcopy)
  - Photographs of event, group recognition
  - Rotating trophy
  - Emails

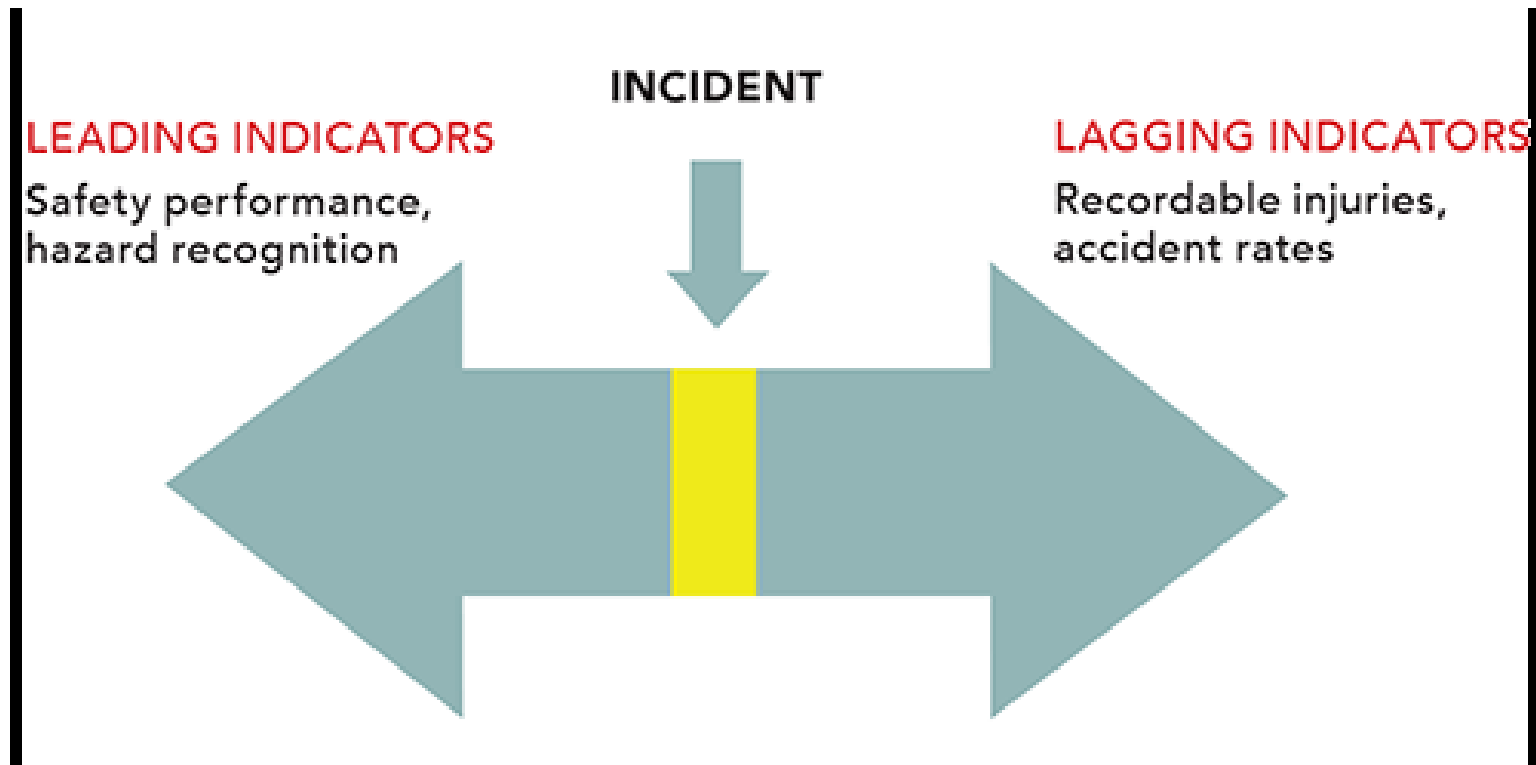


# Leading Indicator Goals

# Goals

Leading Indicators

Lagging Indicators



# Leading Indicator Ideas

- # Safety observations
- # hazards
- % Safety training current
- Safety onboarding completed on time
- Engagement in safety committee meetings
- Engagement in facility walk throughs
- # of tool box talks delivered
- # of days for corrective actions to be completed
- Equipment acceptance completed
- Chemical inventory and SDS match



Ability to get followers and engage them

# Questions?

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Dianne Grote Adams is a Board-Certified Industrial Hygienist, Board-Certified Safety Professional and Certified Professional Environmental Auditor in Health and Safety with more than 40 years of experience.

Dianne has comprehensive environmental, safety and industrial hygiene experience. She has conducted audits, trained management and HSE professionals, coached HSE staff and mentored other women business owners. Her recent audit experience includes manufacturers and distribution centers.

During her career, Dianne has conducted or supervised hundreds of industrial hygiene and indoor air quality surveys, written and reviewed compliance programs, and developed and presented hundreds of employee and management training courses, webinars and workshops. Dianne has presented monthly HSE webinars for the Ohio Manufacturer's Association for the past five years and Safex monthly webinars for the past four years. She has represented 'industry' during Ohio Administrative Code reviews, at the request of the Ohio Bureau of Workers Compensation (BWC). She has spoken at the BWC All Ohio Safety Congress on multiple occasions, as well as at the Capital Area Safety Council and the Greater Columbus Safety Council. She has also been a key instructor for the American Industrial Hygiene Association's (AIHA) *Fundamentals of Industrial Hygiene* and *Beyond Fundamentals of Industrial Hygiene* since 1999 and is an adjunct for "Introduction to ESH" and "Toxicology and Industrial Hygiene" at Otterbein University.

Dianne is active in the community. She served two terms on the Board of Cristo Rey Columbus, a college prep high school for economically challenged youth, and served as the Board Services Chair her second term. Dianne completed a three-year term as a member of the AIHA Conference Program Committee in 2019 and the AIHA Board of Directors in 2014, during which time she served on the Finance Committee and the Executive Development Committee. Dianne is a member of the AIHA, American Academy of Industrial Hygiene (AAIH) and the American Society of Safety Engineers (ASSE). Prior to her current volunteer activities, Dianne was on The Ohio State University Environmental Health Science Advisory Board, the advisory committee for the Ohio University Industrial Hygiene Program, the Otterbein Alumni Council, the AIHA Local Section Council, the AIHA PSTFII Task Force, the All Ohio Safety Congress and the Central Ohio AIHA.



Safex is ranked on the 2020 list of 50 Top Central Ohio's Largest Women-Owned Businesses. Dianne received the Special Alumni Achievement Award from Otterbein University in 2018, and in 2017, she was recognized with the Distinguished Fellow Award by the AIHA. Safex was recognized as the Small Business of Year by the Westerville Area Chamber of Commerce in 2019.

Past honors for Safex include the 2014 Conway Family Business Center Community Engagement Award and the 2013 Medical Mutual Pillar Award for Community Service. In 2010, Dianne received the "Ohio Keys to Success Award," sponsored by the Ohio Department of Development's Entrepreneurship and Small Business Division. In 2007, Dianne was the recipient of the Builders Exchange "Meg DeWerth Industry Impact Safety Award." In 2005, Dianne was one of five "Change Makers" to premiere in the June *Columbus Business First* Women in Business Supplement. Dianne received the Central Ohio Local Section of the AIHA "Industrial Hygiene Award of Excellence" in 2003, and the "Outstanding Industrial Hygiene Award" in 1992. In 2002, she was a finalist for the Ernst and Young "Entrepreneur of the Year" award and was named to the *Business First* "40 Under 40" Business Leaders in 1993.

Since 1992, Dianne has been the President of Safex. Prior to Safex, Dianne worked with Abbott/Ross Laboratories, ChemLawn Services Corporation, the Ohio OSHA Consultation Program and was an adjunct professor at Columbus State Community College from 2008-2010.

Dianne received a BA in Life Science from Otterbein University and a MS in Environmental Health/Occupational Safety from the University of Cincinnati.