



WELCOME!



Leading With Safety

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WHY ARE WE HERE?

Build development of an injury free culture

KEY POINTS

EHS Leadership

- What is a Leader?
- Who are our Leaders?
- How do Leaders Impact ESH?

Culture of Safety

- Good Catch
- Hazard Recognition
- Behaviors/Choices

Communicating the Vision

Leading Indicators
Meeting Agendas
Regular Communication

Engagement

- Tool Box Talks
- Regular Meetings
- Safety Committee

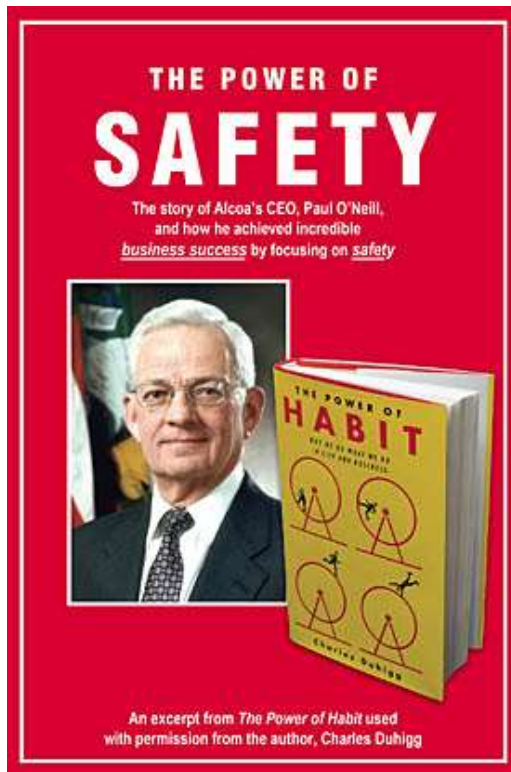
WHAT IS A LEADER?

WHO ARE YOUR
LEADERS?

Group
Participation

PAUL O'NEILL CEO OF ALCOA IT'S ALL ABOUT SAFETY

https://www.youtube.com/watch?v=tC2ucDs_XJY



(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**

Leadership is

influence,

nothing more and

nothing less

JOHN MAXWELL

Ability to get followers

—○—
What makes a great

LEADER



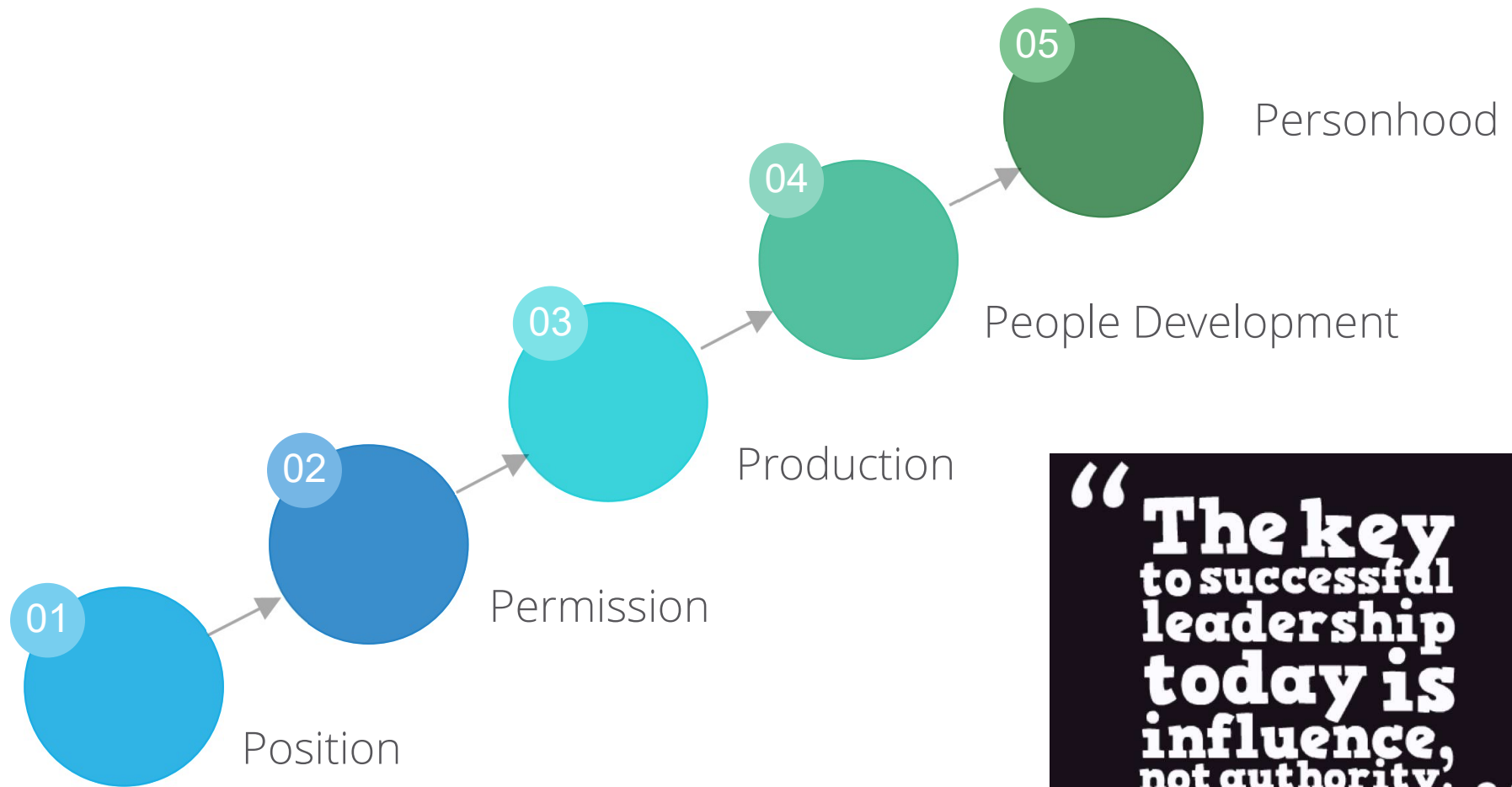
Kahoot Word Cloud

SEVEN BEST PRACTICES¹

1. Vision
2. Credibility
3. Action orientation
4. Collaboration
5. Communication
6. Recognition & Feedback
7. Accountability

¹. *Leading with Safety*, Thomas R. Krause

Levels of Leadership¹

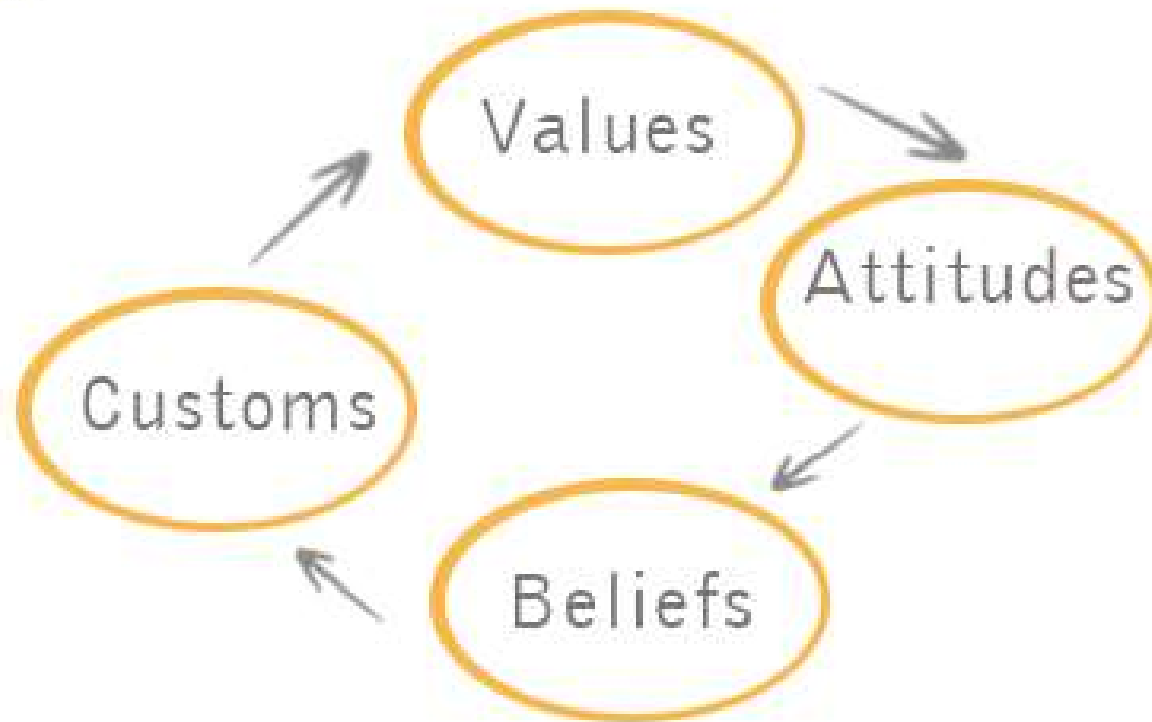


¹ *Developing the Leader Within You*, John C. Maxwell



WHAT IS CULTURE?

Group Discussion



WHAT IS SAFETY?

Kahoot Word Cloud



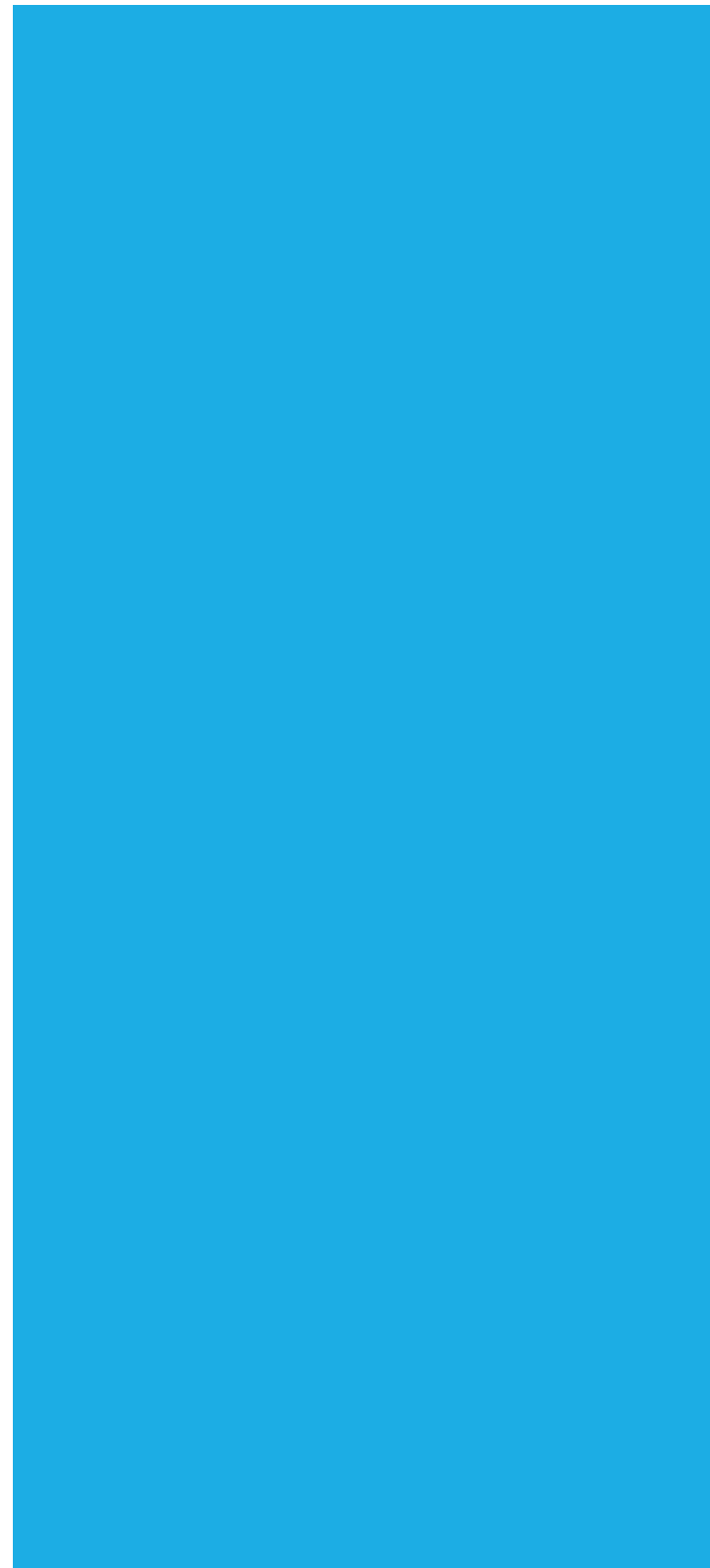
The condition of being protected from or unlikely to cause danger, risk or injury



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

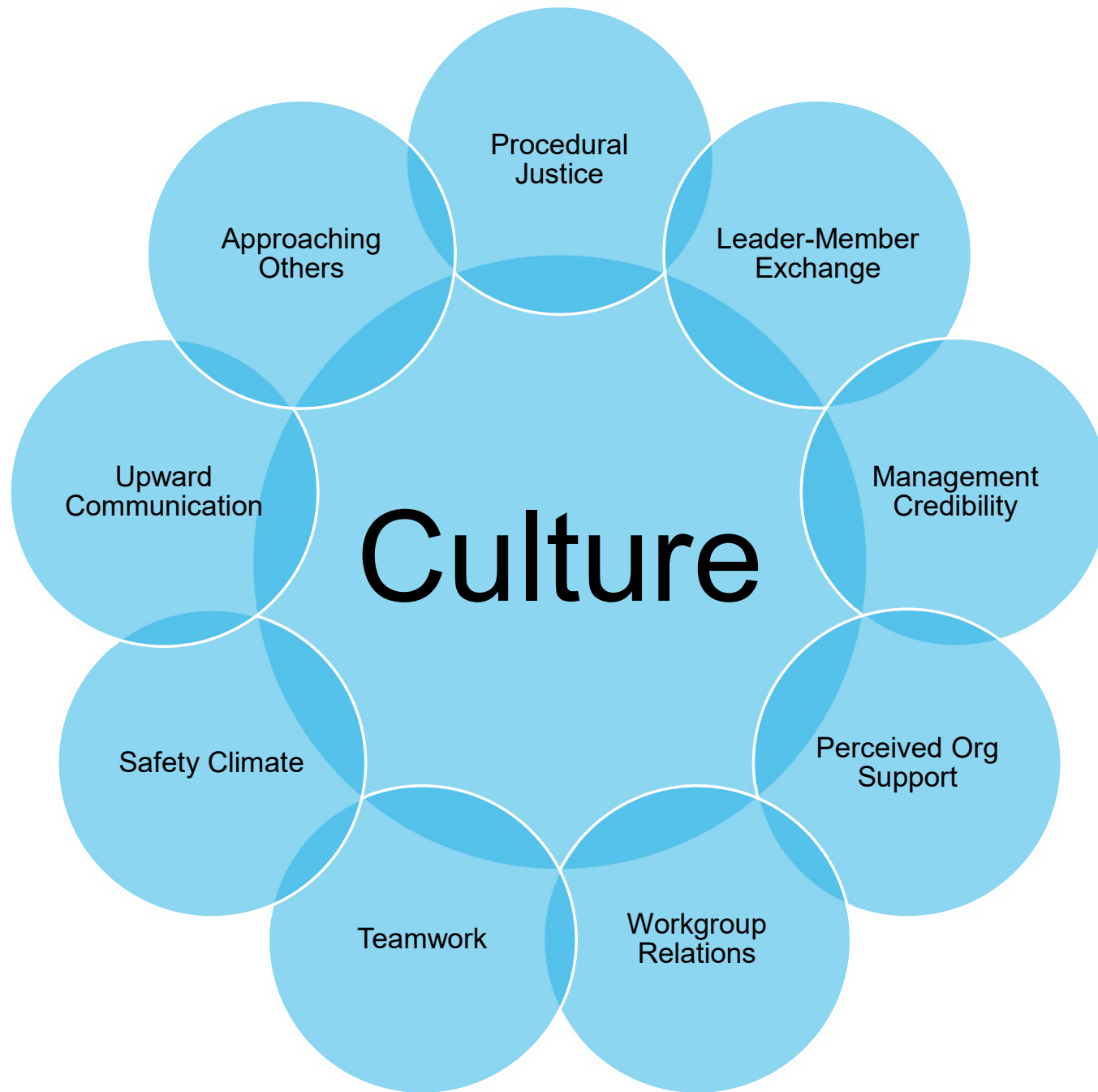
BARRIERS TO A STRONG SAFETY CULTURE





THE
POWER
OF...

Providership



SELF- ASSESSMENT EXERCISE

Work Individually

[https://startwithwhy.com/
learn-to-
lead/#tools?ref=practice
Empathy](https://startwithwhy.com/learn-to-lead/#tools?ref=practiceEmpathy)

SEVEN BEST PRACTICES¹

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*Vision is
dreaming with
your eyes wide
open. -Willie
Jolley*

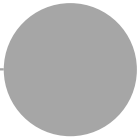
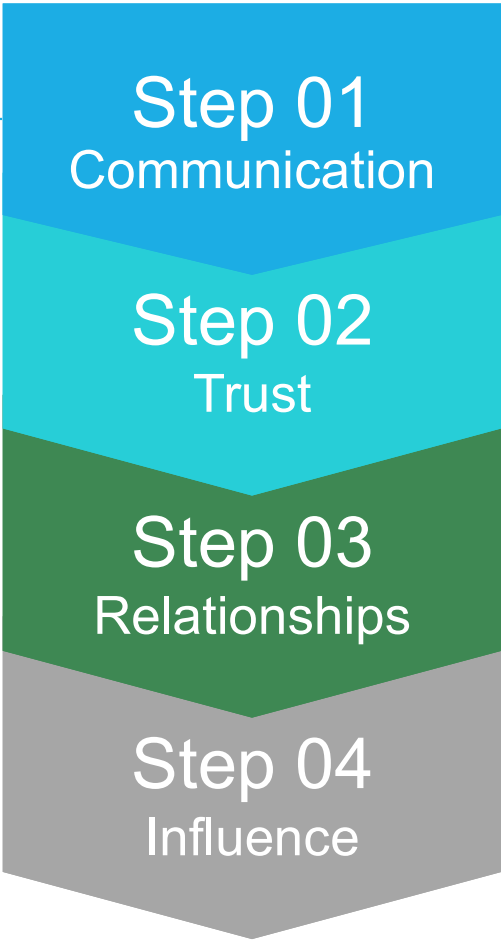
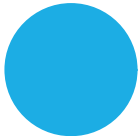
VISION



YOU CANNOT
SELL (INFLUENCE)
ANYTHING UNTIL
YOU, YOURSELF
ARE SOLD

HOW LEADERS SUCCEED

Effective Communication & Listening



Levels of Leadership

Communicate and build trust

- Repetitively
- Deliver what you promise
- Develop relationships on personal level
- Environment is constantly changing
- People forget fast
- Other competing messages
- Invested time and \$ to date you don't want to lose

EFFECTIVE FEEDBACK
AND COACHING
WHAT ELSE IS CRITICAL?

ACCOUNTABILITY



Enforce the ESH Program

Managers, supervisors, crew leaders, peers



Performance Measures

Supervisors, managers, employees
Leading vs. Lagging Indicators



Discipline Program

Consistent with rest of your policies
Something you do 'for' someone, not 'to' someone
"Promote standards in order for an individual to choose to be at their best."

COLIN POWELL

“The essence of leadership is holding your people to the highest possible standard while taking the best possible care of them.”



INVOLVEMENT



OPPORTUNITIES

Toolbox talks

Inspections

Observations

Regular (weekly/monthly) meetings

Safety committee

Incident Investigations

Corrective measure solutions

Special projects

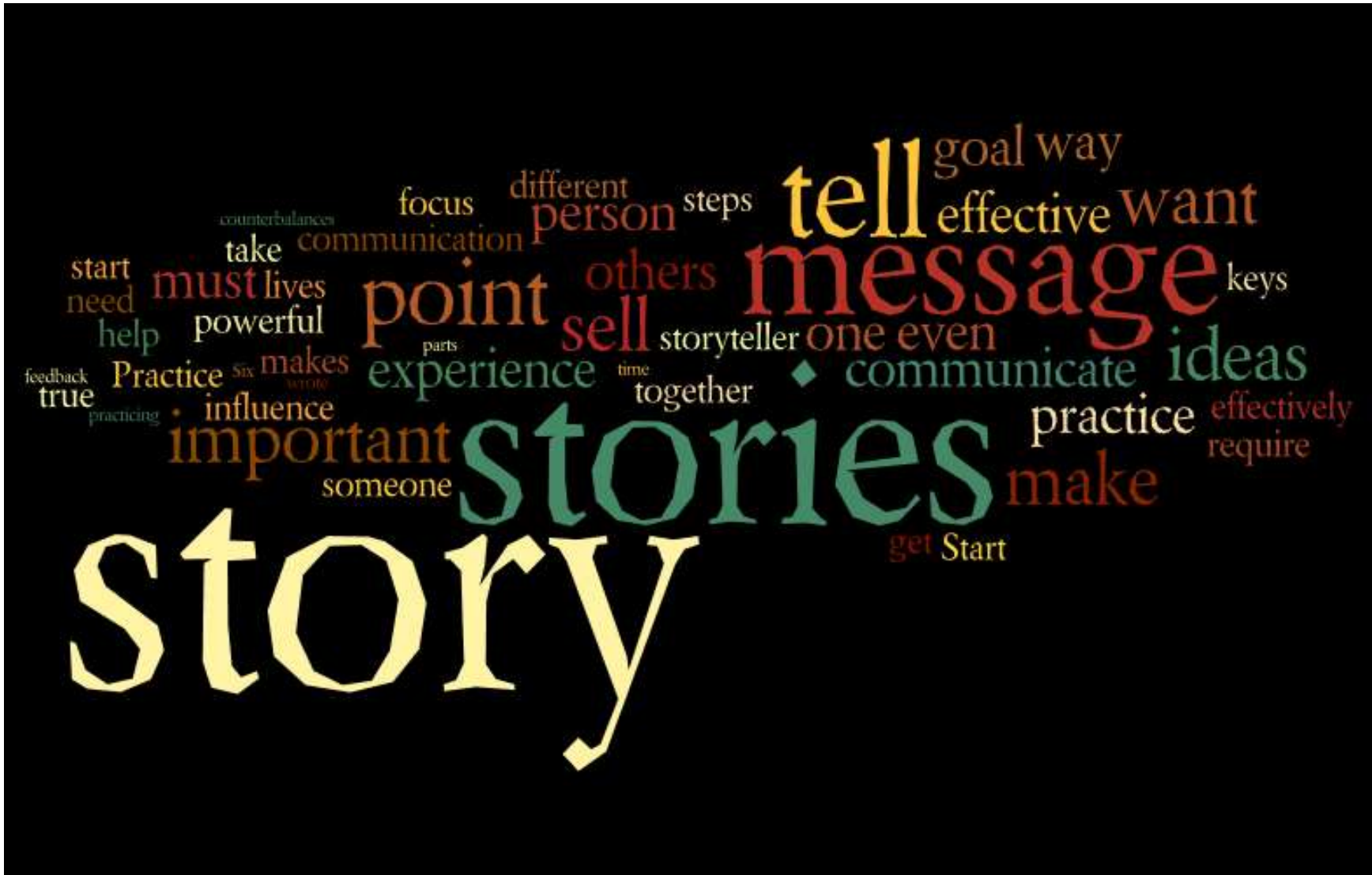




A celebration
helps team
members find
the "magic" in
their day to day.

WHAT ELSE IS
CRITICAL?

- Evaluate your message
 - People buy benefits, not features
 - Get attention
 - Motivate to do something
- Track progress publicly
- Recognize
- Celebrate successes



COMMON SENSE

...is a myth

- Based on assumption everyone has same training, life experience and uses same thought process to reach same conclusion
- Decisions based on personal perception of risk and reward
- Build a safe work culture through reinforcing safety behaviors

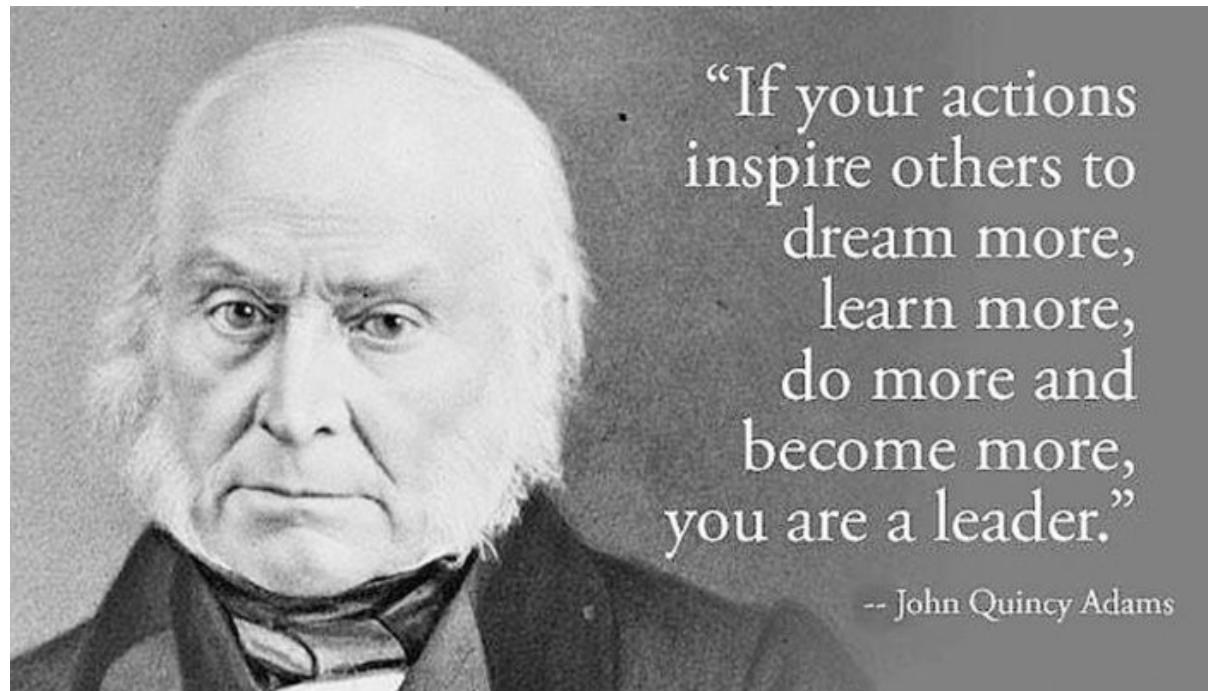
Source: Safety and Health Magazine, Oct. 2008

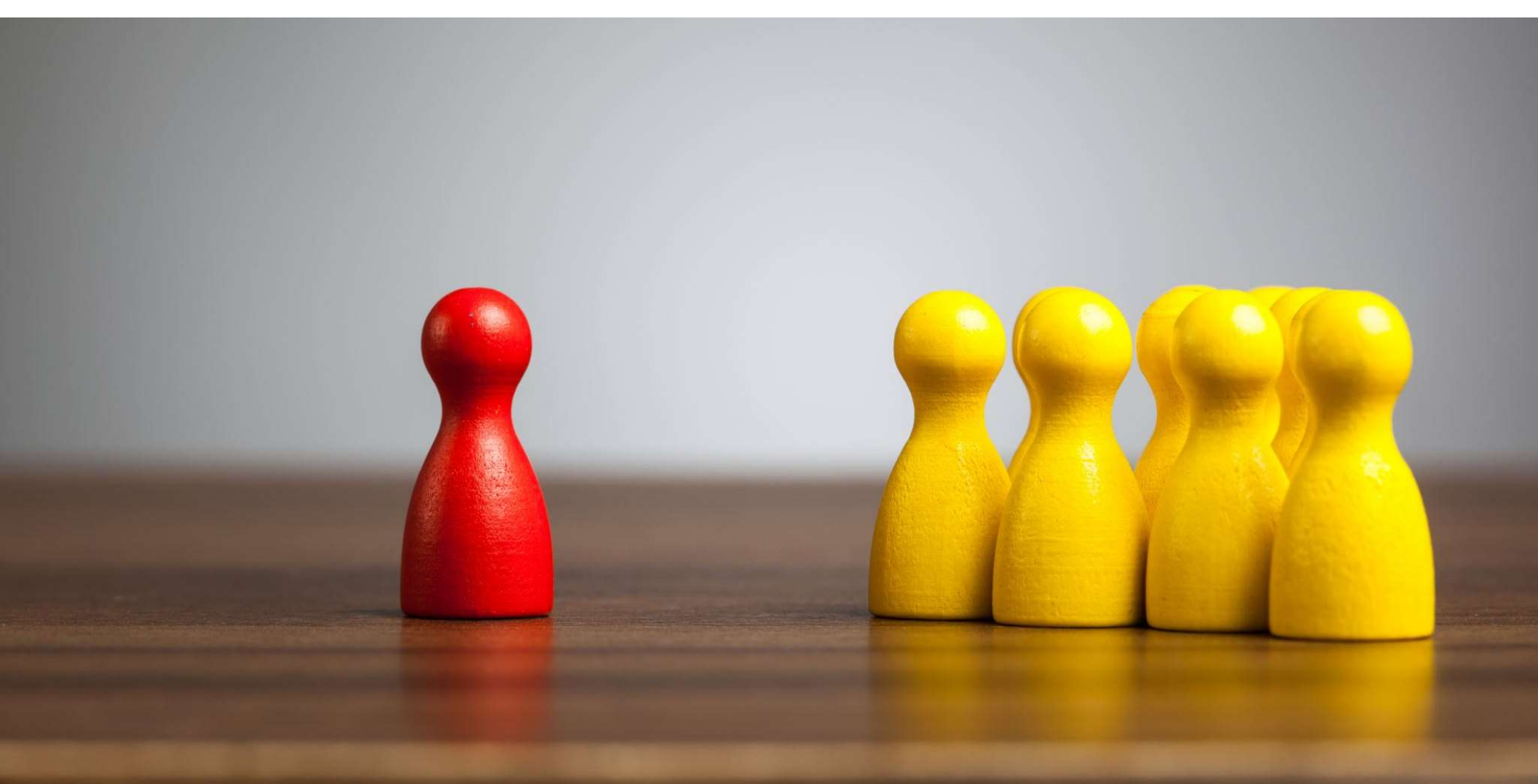
CONCLUSION

“People don’t care how much you know until they know how much you care.”

-- Fred Smith

<https://startwithwhy.com/commit/leaders-put-people-first/>





ACTION ITEM FOR LEADERSHIP DEVELOPMENT



Safety Leadership Self-Assessment

Please assess yourself on each statement related to safety leadership below. Results will not be shared unless you choose to share them during our discussion.

Safety Leadership Statement	Score 1-10 1 is strongly disagree 10 is strongly agree
I know how to do each job/task in my area safely.	
I understand the safety rules/regulations that apply to my area.	
My employees have proper PPE and safety equipment available to them.	
I give positive feedback/praise to employees who are working safely.	
I act when I notice an employee doing something unsafe.	
I enforce all safety rules.	
I escalate safety issues appropriately.	
I encourage my employees to learn more about safety topics.	
I have completed my own required safety training.	
My employees have completed their required safety training.	
I listen to my employees' safety-related concerns.	
I follow up on unsafe conditions when they are reported to me.	
I am comfortable presenting/teaching safety topics.	
I participate in accident/incident investigations.	
I am knowledgeable enough to perform safety inspections in my area.	
I have learned from near misses that have taken place in my area.	
I actively look for safety improvements in my area.	
I can influence my employees.	
I can articulate management's safety vision/goals for my area.	

My biggest strength:

My biggest opportunity for improvement:

What else do you do that is important to safety leadership?





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.