



NSC Webinars

# Safety 101: I'm a new safety professional

## Now What?

**Drew Knudsen** -  
Trainer/Consultant  
Iowa-Illinois Safety Council  
Office – 1-800-568-2495 (ext 230)  
Cell – (712) 210-5225  
drew@iisc.org

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making our world safer®



**“Want to drink from the fire hose?!”**





## First Things First:

- **Understand your job description**
  - Prioritize (Your Boss has goals, understand them! What are your goals?)
- Identify your areas of responsibility
- Understand your authority level
- Understand your Chain-of-Command
  - Who are the key players
  - Define what department does what
  - Which departments are customers



Safety is none of the following.....



## These are key tools:

1. Plans: Short-term tool used to achieve a specific result – A road map.
2. Program: Identify the regulatory requirements for the business.
  - a. APPLICABILITY TO YOU IS KEY!
3. Procedures: How you do something to form consistency! (JHAs & SOPs)
4. Policy: Rules established by the company. -  
Litmus test of your culture



# So, what is safety?



# TEAMWORK?







Something WE DO  
ONLY WHEN WE  
ARE BEING  
WATCHED By  
Management?





# Safety is:

1. Risk Identification (Front line Opr.)
2. Risk Mitigation (Team Effort)
3. Personal Preservation (It's about YOU)
4. A Thought Process.....Actively  
Caring.....through Feedback!

\* Dr. E. Scott Geller – People-Based Safety

(a). Commitment to the health and the well being of  
me and everyone around me!



# Risk Identification:

1. Does your company use and understand the benefits of a JSA/JHA?

- Job Safety Analysis/Job Hazard Analysis

2. Each state may have different regulatory requirements, but this is a key step in Safety Management.

<http://www.osha.gov/Publications/osha3071.pdf>



# Examples:

1. Wrench Slipped and hit operator above the eye. (Stitches required)
2. Tire change (either on a sloped hill or the jack on a soft surface)
3. Paper cutting board.....(duh?)
4. Fall from a ladder.....
5. Operator burnt by a hot object or material.....



# Job Hazard Analysis

Date: \_\_\_\_\_

Job Description: \_\_\_\_\_

JHA TEAM: \_\_\_\_\_

Job Steps	Potential Hazards	Corrective Actions
1.Loosen bolts	Cut, caught in, fall, etc.	Engineering, Work Practice, & then PPE
2.		
3.		
4.		



## Who does them and how do I get Started?

- Management Buy-In!!!
- USE YOUR SAFETY COMMITTEE
- Get INVOLVED in the process!
- They are not complex, just takes TEAM COMMITMENT...understand the WHY!
- Set a goal.....Not a number, but a “participation” goal!
- RECAP: What are our WINS.....what did we learn?!!!



## Where to start:

1. OSHA 300 Log.....where are your injuries happening?
2. SOPs.....do they have a JHA attached?
3. New Jobs – Maintenance is a great focus!  
What an opportunity!!! How better to show them that they ARE the experts.  
**AUTOMATIC ACCOUNTABILITY!!!**
4. A plant will grow with water, but will grow larger with Nutrients!!





# Prioritize:

1. Identify the bigger exposures first!
2. The lower hanging fruit is a must;  
“doesn’t always have to be the big ticket items”



# ...Do they “Get it”?





# JHA Training

- A vital part to your JHA program's success.
- Review is needed
- Will emphasize the importance within your culture
- Thoughts become our Actions
- Our Actions become are Habits
- Habits become our FUTURE!



Next..... 😊



# Risk Mitigation:

1. A Near Miss
2. A Close Call
3. An “almost gotcha” report



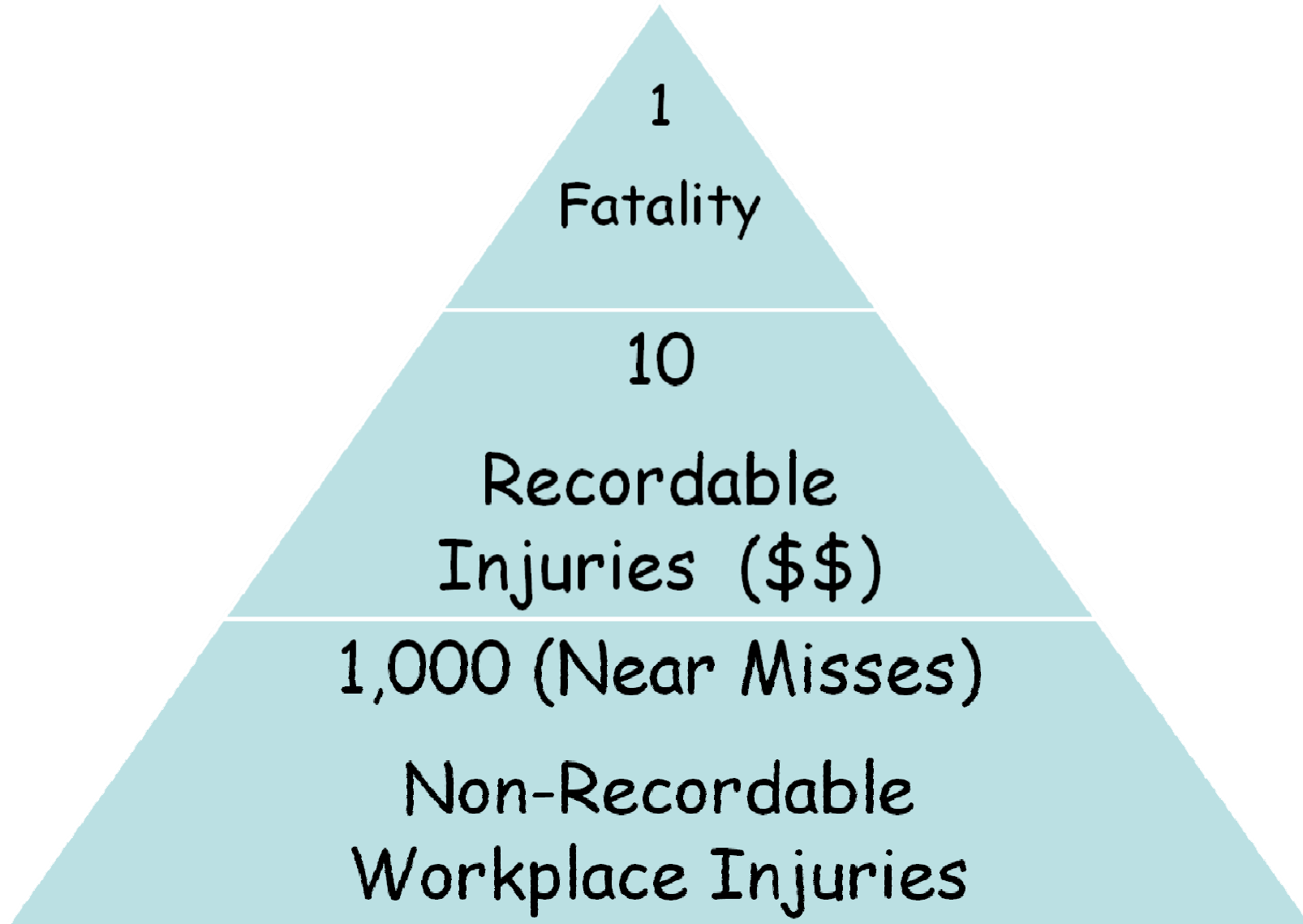
# Think about it.....

- Thoughts become our Actions
- Our Actions become are Habits
- Habits become our FUTURE!



# **Develop something that works for your Team: (do we want to investigate pain or change our culture?)**

- Can originate from internal or external environments. Look outside the box.
- JHA recap...did the job go exactly like we had anticipated? (two fold)
- Incident Triangle (them or us?)







# Personal Preservation:

## 1. Educate yourself!!

- OSHA 10-30 Hour courses (compliance)
- Advanced Safety Certificate (NSC)
- OSHA Compliance Series (NSC)
- Professional Development Conferences
- Use OSHA's Website ([osha.gov](http://osha.gov)) E-tools
- Review & understand your OSHA 300 Log
- Has your company had an OSHA citation or other safety or environmental violations. Review the Corrective Actions
- Review your workers' compensation information
- OSHA Consultation – Free of Charge



# Personal Preservation: (cont.)

## 2. Review your Safety Policies and Programs

- Are they up-to-date?
- Do they mirror your procedures?
- Are they followed?
- Do they meet the OSHA regulations?
- Where are they?



# Personal Preservation: (cont.)

## 3. Look, Listen & Evaluate

- \* Observe how employees work (don't spy)
- \* Observe how supervisors supervise (do they walk-the-talk?)
- \* Observe how Managers manage (do they delegate or pass-the-buck?)
- \* Identify the "decision makers"
- \* Company Goals = Manager's Goals = Your Goals



# Personal Preservation: (cont.)

## 4. Speak the same language (Acronyms)

\* A reference list is important, for everyone!  
Post them EVERYWHERE!!

## 5. Identify your weaknesses & strengths

- Use other experts and learn from them!
- What is your style? (Interact!)
- Death by power point.....
- Safety is about choices, not actions.....Your training & Safety “stamp” needs to identify with that!



# Training Tips:

- Let the team participate in “hands-on” demonstrations
- Allow your team to “train” you
  - Offer prizes for the most creative presentation
- **Follow-up** on your training...
  - ...the next day
  - ...in a couple of weeks
  - ...through casual observations



# They look to you for Training: Get Creative!

- **Chemical PPE Training?**
  - Try the “Doggie Doo” demonstration
    - (Joe Korpi)
- **HazCom?**
  - MSDS Exercise
  - “Who wants to drink this” game.
- **Fall Protection Training?**
  - Get them in a harness and raise them in it
- **Bloodborne Pathogens?**
  - Get the gloves on get busy.....



# Keys to classroom success:

- Don't drown people with details
- What should I be able to do?
  - Focus on Behaviors and Actions
- Keep it simple and understandable



# Safety is Thought

Is Safety a bad word or a good word within your company?

Bad	Good
Punishment	Quick response to a concern
Reactive Fixes	Feedback!
A number on the wall	Safety is a “daily” topic!





# Taking Risk.....

- Rewarding for “at risk” behaviors
  - We do it all the time due to production timelines and short cuts.
- We need benefits for Safe Behaviors
- Authority carries influence!!
  - Mother knows best.....turns into “boss” knows best.
- Authority then can become an excuse for unsafe behaviors



# Buy-IN

- We want peer pressure approval!!
- Need to Avoid Negative peer pressure:
  - This is when we work toward overlooking hazards due to the fear of upsetting or offending our peers!

We want to Create an environment “rich” for  
**ACTIVELY CARING** Feedback!



# Priority – vs. – A value

- **Priority**: all the little rituals we do in the mornings before work...but at times, due to circumstances, we skip a priority!  
.....but a Value we do not.....
- **A Value**: getting dressed! That is a value that we learn at a very early age!
- Is it a value or a priority to be safe at work place?



# Safety “Value”

- Safety is “MY BUSINESS”!! .....not my co-workers!
- The more we perform a behavior, the more apt we are to repeat it.....good or bad!
- Developing HABITS!!!
  - Reminding ourselves not to take “that risk”
  - We can do this through FEEDBACK!!



# FEEDBACK

- Specific
- On-Time
- Appropriate
- REAL!!! (Our emotional bank account)
- Focus on the behaviors we are worried about....coach to an end behavior that will get us to our goal/metric!



# “Safety Cop” or “Safety Coach”



vs.



[www.intentionalsafety.com](http://www.intentionalsafety.com)



# Coaching Concept

- Understand that everyone is on the same team
- Train your assistant coaches **FIRST**
- Clearly define the **GOAL**
  - A Safety Number is a metric for yesterday.....our newly formed habits are about today and tomorrow.



# What is your role?

# Support





# Questions?



# Contact Information:

Drew Knudsen

Iowa-Illinois Safety Council

[drew@iisc.org](mailto:drew@iisc.org)

800-568-2495 ext. 230