Women in Leadership: Amy May and Rae Cavanagh

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Women in Leadership: Two perspectives on career paths in Safety
National Safety Conference
June 8, 2021

Amy May
General Manager
Boeing Canada Winnipeg

Rae Cavanagh
Occupational Hygienist
Boeing Canada Winnipeg
1971

Boeing Plant Two Months Ahead Of Start-Up Date

Winnipeg Boeing plant set to expand
Agenda

- Leadership and communication
- Career experiences
- Creating a culture for Safety
- Being an authentic leader
Leadership Skills and Communication

- Listening
- Value diverse perspectives
- Warmth
- Problem-solving
- Deep understanding of the work
- Presenting a business case
- Building relationships
Amy’s career

8 years
- Ergonomist (Fab)
- Ergonomist (737)
- Design Ergonomist
- Ergo Process Lead
- Strategy (non-ergo)

2 years
- Manager (EHS)
- Manager (Fab EHS)

11 years
- Sr. Manager (Fab EHS)
- Director (EHS)

2+ year
- GM (Winnipeg)
Technical Leaders and skills that matter

• Building Relationships
  • Loyalty & accountability
  • Empathy
  • Transparency

• Communication Skills
  • Risk communication
  • Listening to learn

• Problem-solving

• Facilitating
Rae’s career

- **9 years**
  - Occupational Hygienist
    - BCW

- **3 years**
  - EHS Manager
    - BCW

- **18 years**
  - Acting Manager
    - EHS
  - Environmental Specialist
  - Safety Specialist
Authentic leadership, wherever you are

- Define your values
- Reflect and revisit
- Learn along the way
- Forge your own path
Safety Guiding Principles

- We value human life and well-being above all else and take action accordingly.
- All incidents, injuries and workplace illnesses are preventable.
- We are personally accountable for our own and collectively responsible for each other’s safety.
- By committing to safety first, we advance our goals for quality, cost, and schedule.
Safety Culture

A Culture of Personal Responsibility

Work Together for Safe Conditions

Demonstrate Performance

“I have immense respect and appreciation for individuals and teams that spot a hazard and rectify it permanently, not just a temporary fix.”

“...it means that all of our fellow brothers and sisters have come to work and returned home after a day on the job safely to their families and loved ones.”

“The first thing I noticed when I started working here was the amount of attention the company and workers paid to safety. It gives me piece of mind knowing I can come to work each day and know I can safely return to my family.”

“It didn’t happen overnight but the relentless initiatives and improvements made by leadership, office professionals, cleaning staff, technicians, tradesmen and inspectors turned the trend into a habit that we use not only on the floor/office but out in the wild and at home. I feel much more safe coming into work every day and seeing that we hit this milestone tells me that it’s more than a feeling, it’s a fact.”
Cultural change

IIF (Incident and Injury Free) program

- Brown Bag sessions
- Listening tours
- Adaptive challenges
- Leadership stands on safety

My IIF Safety Stand

Committing to Safety

“I stand for safety as a human right.
I stand for the security of those who depend on Boeing.
I stand for ensuring an Integral approach to sustainably achieving our objectives.
I stand for the holistic well-being of our team, and my family and community.”

Amy May
General Manager
Boeing Canada Winnipeg
You have the skills to choose your path - how do you want to influence safety?
Thank you!

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