



Supervising for Safety

Methods for ensuring safe work through supervision

At the end of the training you will:

- Discuss common, effective methods of supervising for safety, and
- Develop a safety supervision plan.

Levels of Management

All organizations have three levels of “management”:

- Leaders
- Managers
- Supervisors

Leadership: The art of motivating a group of people to act towards achieving a common goal.

- Vision
- Respect
- Passion

What are we here to do?

- Mission
- Ultimate goal
- Big picture

Why are we here?

- Driving purpose
- Reason for the company's existence

Management: The act of organizing and coordinating activity.

- Strategy
- Respect
- Goals

The overall plan.

- Policies
- Guidelines
- Goal oriented

The benchmarks of success.

- Specific
- Measurable
- Meaningful
- Vision and passion oriented

#1 Integrity



Bernard Montgomery
British Field Marshal

“Leadership is the capacity and will to rally men and women to a common purpose and the character which inspires confidence”

#2 Walking the walk



Anthony Robbins
Motivational Speaker

“I challenge you to join the ranks of those people who live what they teach, who walk their talk.”

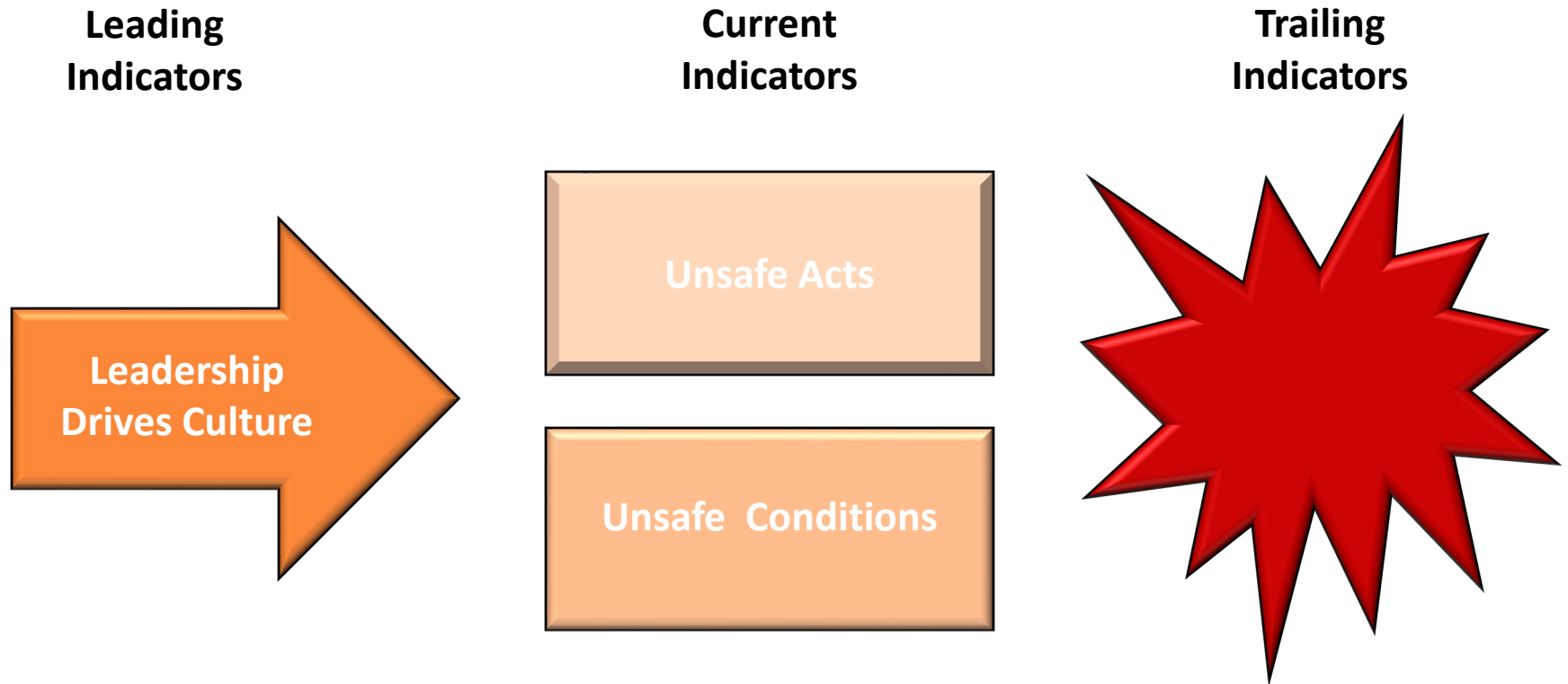
#3 Communication



John C Maxwell
Author and Speaker

“Educators take something simple and make it complicated. Communicators take something complicated and make it simple”

Safety Culture





If we know the speed limit, then why do we speed?

Supervisors

Supervising: Ensuring the work being performed is being performed correctly.

- Tasks
- Tactics
- Respect

Supervision - Tasks

The things we do that achieve goals and make the vision happen.

- What is important?
- Inspect what you expect.

How we get stuff done.

- Procedures
- Step-by-step
- Job hazard analyses (JHAs)

Recognizing another person's inherent dignity and humanity.

- Acknowledge where the other person is coming from.
- Engage them as a professional.

Core Skills: Positive Reinforcement

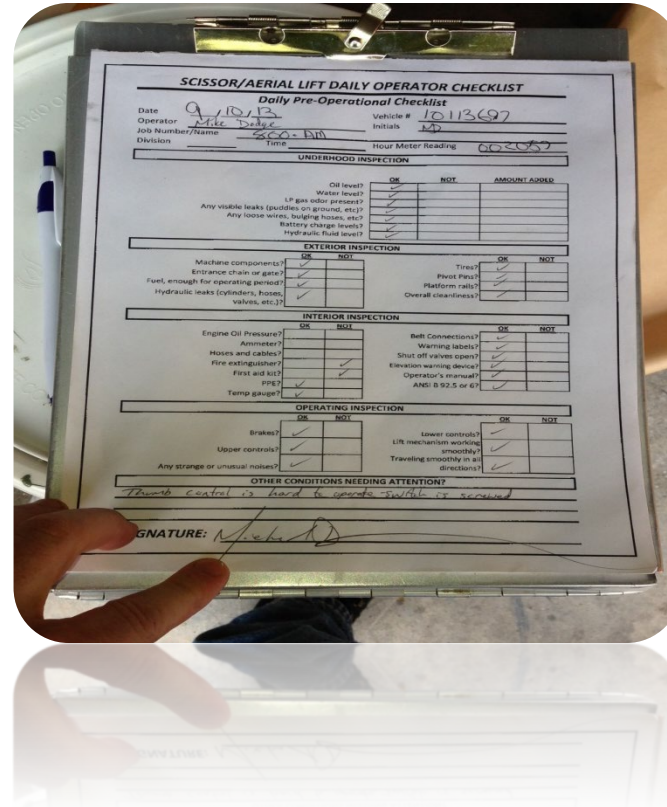
“Harness the Power of Positive Recognition”
The human spirit craves recognition! No award compares with the power of verbal recognition.

Question? Why should we recognize employees for doing what they are paid to do?

Answer: People seek recognition

Delivering Positive Reinforcement

- Timely
- Specific
- Positive
- Sincere



Delivering Positive Reinforcement

Simple As:
“Great squat with that lift!”



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Workers MUST feel part of something more than a collection of people wearing the same colored shirts

Affiliation

Membership of groups, from football teams to book clubs and voluntary societies, gives us a sense of social identity... an indispensable part of who we are and what we need to be in order to lead rich and fulfilling lives. For this reason groups are central to mental functioning, health and well-being.

Does the stock market fully value intangibles?
Employee satisfaction and equity prices.

- Journal of Financial Economics 2011
Edmans

Common Goals

- Zero Accidents
- Timeliness of Corrective Actions
- Safety Meetings/Trainings Held
- Weekly Inspection Sheet Completed
- Behavior Based Safety Observations
- Others

Creating a Safety Supervision Plan

- Focus on the top 3-5 injuries you are having.
- What are 3-5 things you can see or hear that will indicate the work is being done safely?
- Who gets this information?
 - How much of it?
 - For what purposes?

Documentation

Safety Supervision Observation Form

Date:

Employee Supervised:

Instructions: Circle activity observed. Place a check mark next to specific items that were positively observed.

Lifting/Transferring	Situational Awareness /Rushing	Cuts/Punctures
Proper body mechanics for the lift/transfer technique (using large muscles from the legs)	Controlled, paced, even movements	Focus on the work
Clear path for movement	Focused conversation – discussing the task at hand	Proper use of the right tool
Proper weight for employee capacity	Coordination and cooperation	Use of safety needles and proper disposal
Asking for help if needed/communicating with resident (cueing)	Calm demeanor, lack of agitation	Communication with resident (re: needle use)
Proper use of tools		Proper disposal of sharp and/or broken objects

Comments:



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