



2013 National VPPPA Conference Feedback Presentation

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The 29th Annual National VPPPA Conference

- **Gaylord Opryland Hotel & Convention Center Nashville, TN**
- **August 26th – 28th, 2013**
- **Over 2,300 - 4 from MSA**





Keynote Speakers

- **Dr. David Michaels – Assistant Secretary of labor for Occupational Safety and Health.**
- **Dan Clark – Best selling Author, award-winning Speaker.**
- **James Rodger – CEO, Eastman Chemical Company.**
- **Regie Hamm – Entertainment**



Workshop Using Humor 'n Safety

- **Know your topic well.**
- **Keep the conversation fresh.**
- **Tell stories, talk about family make it personal but germane to the topic.**
- **Use technology and ask the audience to participate (electronic polling system).**
- **Work hard to make a great presentation.**
- **Control the stares before they control you.**



Workshop Reinforcement Based Safety

- **Employee participation is the key to any effective safety program....**
- **If you don't have trust then you won't get the employee participation needed. If there is a feeling that disciplinary actions will result from info gained from the program then there will be no participation**
- **This is a computer based system that has a steering team assigned as administrators. It is a user friendly live data system that requires little effort on IT and administrators to keep it running.**



Workshop

Mission Possible

- **Leadership Commitment in that employees need to see the leadership involvement and not hear the right words.**
- **Employee Commitment “same as leadership” actions speak louder than words.**
- **How a program is implemented is as important as the program itself.**



Workshop Mission Possible

- **There has to be an effective way to measure success.**
- **Recognition and Tracking are very important in measuring effectiveness and participation. The statement of Lose sight and you will Lose the Fight was used throughout this presentation.**



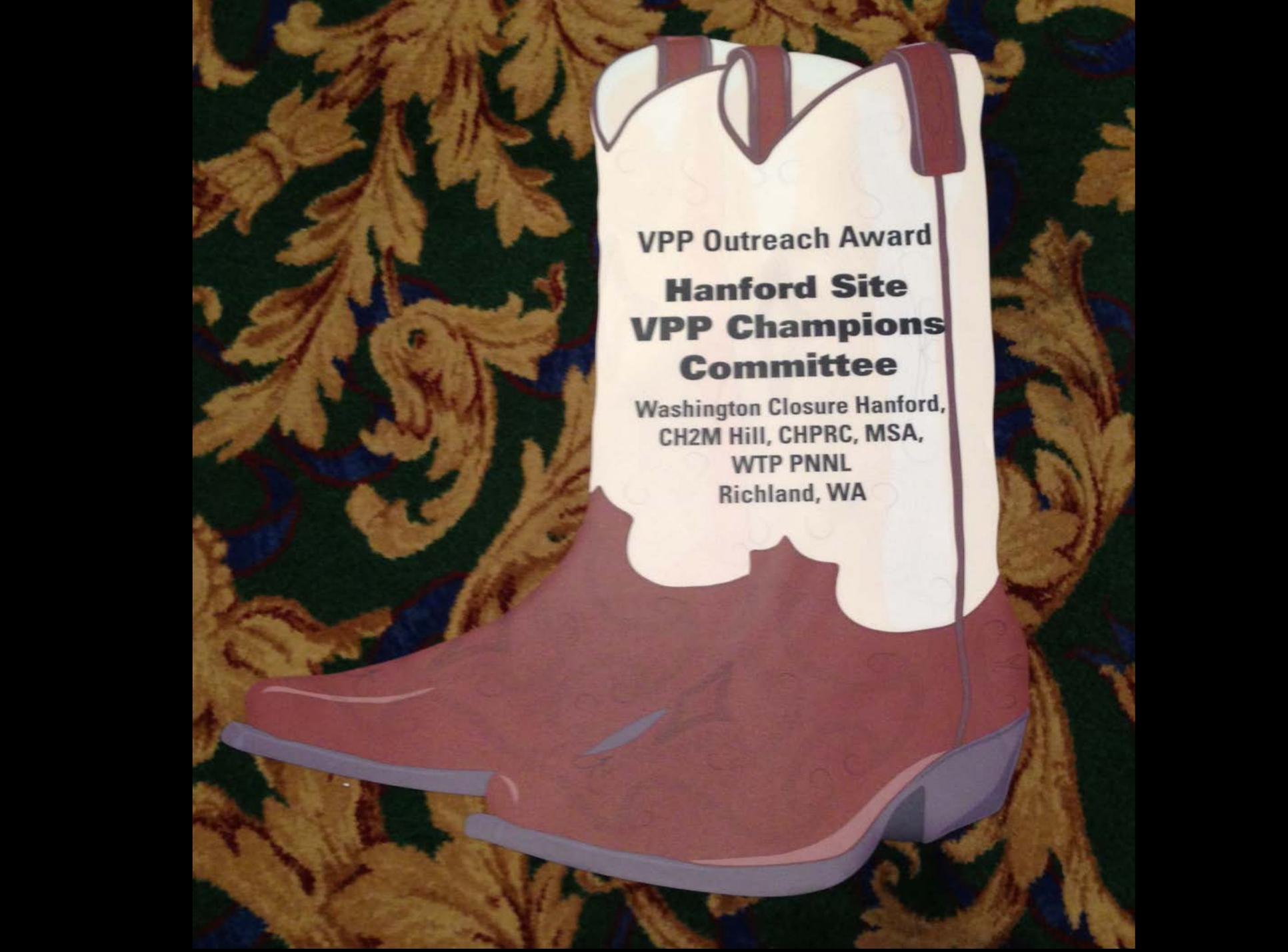
Workshop Helping Employees Overcome Their Obstacles

- **Nobody changes anything unless they want to or need to.**
- **Change is impeded by obstacles that are self-imposed be they internal or external.**
- **We need to identify the barriers to change understanding that people are creatures of habit so changes include mental habits, comfort zones and physical habits.**
- **You must change the belief system of an individual if you want them to change their work behaviors. If you don't change how they think you won't change how they work.**



Quote: The Slippery Slope...

“Simple, clear purpose and principles give rise to complex, intelligent behavior. Complex rules and regulations give rise to simple, stupid behavior.”



VPP Outreach Award
Hanford Site
VPP Champions
Committee

Washington Closure Hanford,
CH2M Hill, CHPRC, MSA,
WTP PNNL
Richland, WA





Workshop Predicting & Preventing Using Safety Truths to Eliminate Injuries

- **Increase inspections/observations.**
- **Increase diversity of participants.**
- **Too many 100% inspections.**
- **Too many risky behaviors are being allowed.**

Stop chasing injuries and start predicting/preventing them.



Workshop

Effective Listening for Understanding

- **Leader effectiveness training as a new way of managing conflicts.**
- **Communication skills: parent - child are rules and roles top down approach.**
- **Consulting approach is bottom up.**
- **Communication principals - short, tight and accurate feedback.**
- **Communicating is the act of informing others.**
- **Difference with information is the quality and nature of communication in an org is the key to high performance. Listening is the price of admission for dialog.**



Workshop

Accountability and Discipline in Safety

- **Discipline in safety is viewed as a negative consequence or punishment.**
- **Discipline in other circles of life (like sports and the military) are taken as non-punishment.**
- **If punishment is needed it should be used to protect people.**
- **Seek to understand before you seek to punish.**
- **We are responsible for the environment we create around us.**
- **It is sometimes harder to say thank you for something done right versus to discipline someone. Change that practice - stand up and do the right thing.**



MSA Deliverables

- **MSA did provide support to the Preparation at the Conference.**
- **MSA did two presentations that were well attended. We are working with those who want more info.**
- **DOE VPP Program Awarded the MSA with three Star of Excellence awards, MSS, Hammer & SAS.**



VPPPA Voting

- **The MSA exercised their four available votes for the VPPPA officers positions.**
- **All incumbents retained their positions.**
- **The Labor Rep position went to Kent Lang from Idaho.**

