

28th Annual National VPPPA Conference Highlights

Aug. 20-23, 2012
Anaheim, California

**CSA Presentation to Safely
Speaking Meetings – Week of
October 15, 2012**



VPPPA National Conference – Aug 20-23, 2012

- ▶ Over 2,200 attendees - 3 from WTP Construction
- ▶ First day - meeting sessions for all attendees
- ▶ Keynote Speakers:



- ▶ Jordan Barab, Deputy Assistant Secretary of Labor OSHA
 - ▶ Dan Clark, Best Selling Author, Award-Winning Speaker
 - ▶ Mark Roberts, CEO, Morton Salt
 - ▶ Jeff "Odie" Espenship, Founder, Target Leadership
- ▶ Next two days – attendance multiple workshops and visits to vendor booths, followed by closing session on August 23
 - ▶ The following slides are highlights and some take away's from some of the workshops attended

Enhanced Employee Involvement

- ▶ Showed attendees value of coaching workers who show interest in maintaining workplace safety
- ▶ Builds ownership at the workforce level and improves the safety culture
- ▶ By mentoring the “diamond-in-the-rough” employees, we gain dedicated workers willing to reach out to others and encourage safe habits
- ▶ It’s all about safety in the line!

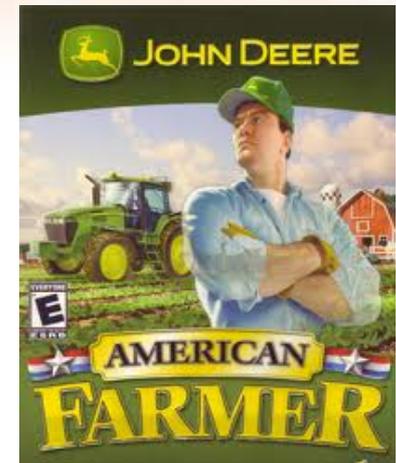


TAKE AWAY

- ▶ Use cardboard stand-ups, posters, etc. with employee pictures to advertise safety messages
- ▶ Understand everyone has something to contribute – be willing to listen!
- ▶ Use recognition programs like “on the spot” awards

Continuous Improvement – A John Deere Best Practice

- ▶ John Deere went from an injury rate of 5.4 in 2007 to 1.2 in 2012
- ▶ The company created an ergonomic conference and ergonomic day to look at practices and share ideas for improvement within each company plant
- ▶ A safety huddle was created, an incident awareness activity was conducted, and a 30 day goal was made to close safety issues
- ▶ Safety work is shared company-wide in a creative and informative fashion allowing for major improvements
- ▶ They showed a great process of coming together and showing commitment beyond compliance
- ▶ Their program focuses not only on safety, but also on quality, cost and delivery, which makes it an excellent tool for everyone in the organization.



Culture and Ownership

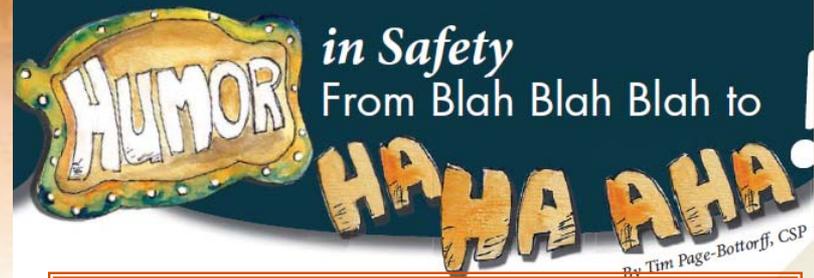
- ▶ Strong corporate culture and employee ownership are key elements to a safe work environment
- ▶ This safety culture is necessary to promote safety as a core value
- ▶ Be accountable – if you make a mistake, own it and learn
- ▶ Increase community involvement – time can be more effective than money – volunteer!

TAKE AWAY

- ▶ All employees are leaders – you do not need a title!
- ▶ It takes an extra step to be safe – don't manage, lead!
- ▶ Your attitude makes or breaks the safety culture
- ▶ Employees and safety come first
- ▶ Values should never change
- ▶ Pull the chain to “stop the train” or “stop work”
- ▶ Do not give for safety so employees will report accidents

The Humor in Safety

- ▶ Adding humor keeps employees more interested in presentations at their safety and back to work meetings
- ▶ Everyone has a negative stack and a positive stack
- ▶ The more safety meetings employees attend that are negative (boring) the more they will associate safety meetings to be negative
- ▶ When using humor include serious topics as well!



TAKE AWAY

- ▶ Pick and chooses the types of presentation styles that work for you
- ▶ Avoid relying too heavily on any one thing
- ▶ Too many videos will eventually become boring, just like too much lecture will
- ▶ Too much comedy will almost certainly obscure or obliterate your important message.

Employee Involved Issues Management

- ▶ At this workshop a process to address employee concerns using a direct, proactive approach was discussed
- ▶ Issues are tracked in a database, in an appointed craft representative addresses face to face. The representative:
 - ▶ Is the intermediary that has the trust of the crafts
 - ▶ Goes to the group/individual with the issue and champions a resolution
 - ▶ Possesses an open door to decisions makers
- ▶ This approach allows for quick, dynamic and long lasting solutions that encourage motivated and involved employees

TAKE AWAY

- ▶ Recommend having a “Solution Assistance Team”
- ▶ Get the right people involved at the same time and not holding individual meetings on another day
- ▶ Gathering everyone at once allows us to be more efficient
- ▶ Accident example books could be placed in the communication centers

Quit Feeding the Monsters: Techniques to Create a Positive Culture

- ▶ This workshop focused on issues both at work and at home
- ▶ The two main safety monsters are quality and productivity, which both lead to the majority of accidents and fatalities in our daily lives
- ▶ There are 7 more fatalities at home than work and 20 more on the road
- ▶ Rushing, fatigue, frustration, and complacency are the leading causes of our mistakes
- ▶ Employees are not the monsters
- ▶ Be proactive and not reactive
- ▶ Focus on why we made the error in the first place



TAKE AWAY

Critical Error Reduction Techniques (CERT)

1. Self-trigger on the state (or amount of hazardous energy) so you don't make a critical error.
2. Analyze close calls and small errors (to prevent agonizing over big ones).
3. Look at others for the patterns that increase the risk of injury.
4. Work on habits.

Other Workshops Attended

- ▶ There are several other workshops attended by the CSA members
- ▶ Anyone seeking more information on the 2012 VPPPA National Conference should contact any one of the following CSA members:
 - ▶ Jeremy Gresser (LB)
 - ▶ Carl (Cactus) Shoemaker (CP)
 - ▶ Scott Nickerson (NM)

A TAKE AWAY FROM THE CONFERENCE ON THE FOUR B's OF BUSINESS

**Be
Brief**

**Be
Prepared**

**Be
Inspiring**

**Be
Gone**