

# Effective Safety Leadership



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# LEADERS

LEADERS ARE LIKE EAGLES. WE DON'T HAVE EITHER OF THEM HERE.

# What is Leadership?



Leadership is not:

- Power
- Status
- Authority
- Management
- Common sense

# What is Leadership?



The process of persuasion or example by which an individual induces another person or group to pursue objectives held by the leader and shared by his/her followers.

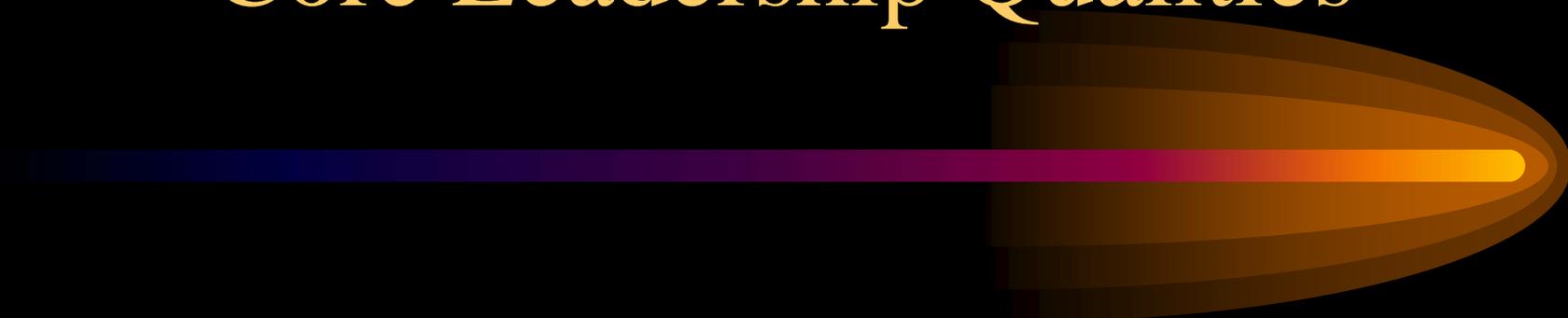
# What is Leadership?



*“You do not lead by hitting people over the head ...that’s assault, not leadership.”*

- Dwight D. Eisenhower

# Core Leadership Qualities



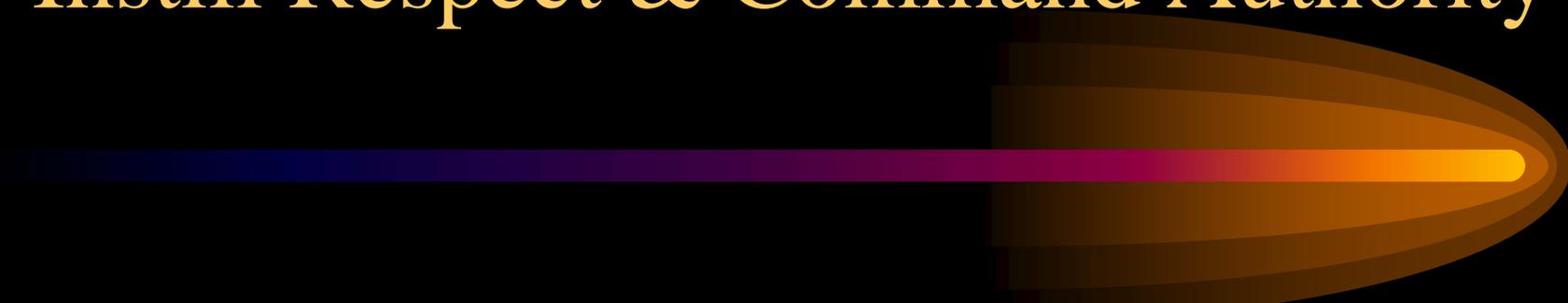
- Confidence and Authority
- Empathy and Understanding
- Motivation and Commitment
- Openness and Clarity

# Confidence and Authority



- **Instill respect & command authority**
- Lead by example
- Draw on knowledge and experience
- Remain calm in a crises

# Instill Respect & Command Authority



- Demonstrate knowledge & competence
- Exercise the power vested in your position
- Act confidently and decisively
- Admit mistakes
- Demonstrate respect for others
- *Earn* respect through your actions

# Instill Respect & Command Authority



## Pitfalls to Avoid:

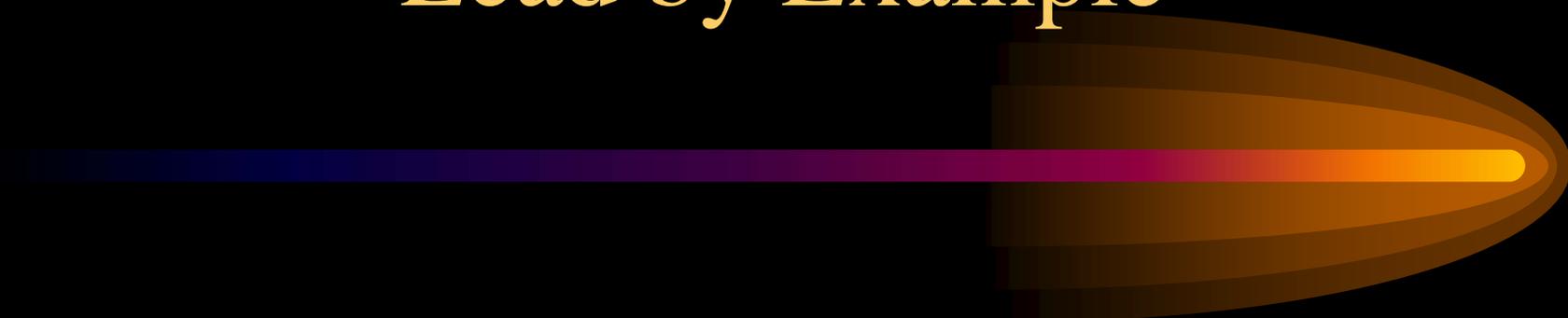
- Demanding respect
- Using power as a threat
- Refusing to listen when challenged
- Acting tough without justification
- Blaming others

# Confidence and Authority



- Instill respect and command authority
- **Lead by example**
- Draw on knowledge and experience
- Remain calm in a crises

# Lead by Example



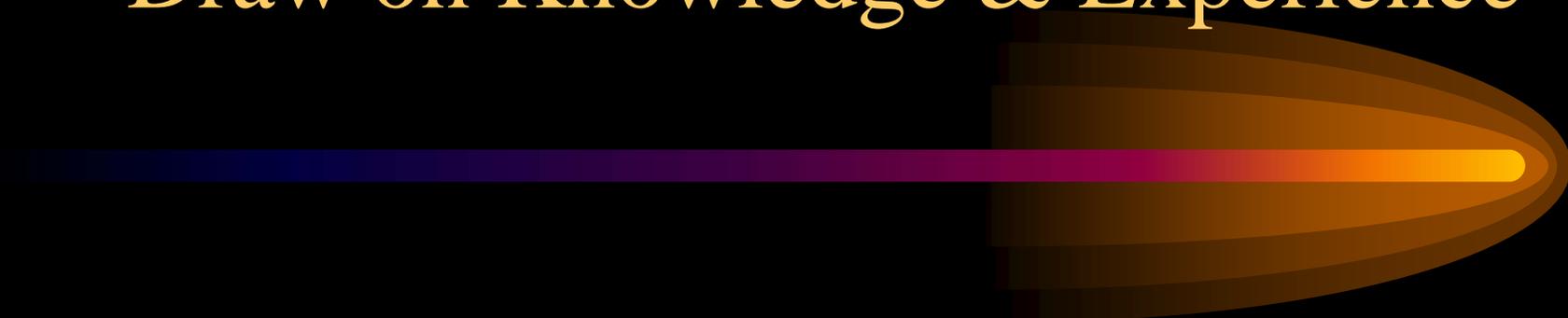
- Be professional in everything you do
- Follow safety rules
- Play an active role
- Help out when needed

# Confidence and Authority



- Instill respect and command authority
- Lead by example
- **Draw on knowledge and experience**
- Remain calm in a crises

# Draw on Knowledge & Experience



- Knowledge of safety hazards, standards, etc.
- Practical experience
- Recognize what you don't know (and where to find it)
- Develop people skills to complement technical knowledge

# Confidence and Authority



- Instill respect and command authority
- Lead by example
- Draw on knowledge and experience
- **Remain calm in a crises**

# Remain Calm in a Crises



- Others will follow your example
- Be prepared:
  - Identify critical needs in advance
  - Develop emergency plans and procedures
  - Practice

# Empathy and Understanding



- **Practice “tough empathy”**
- Be sensitive to different cultures
- Recognize limitations

# Practice “Tough Empathy”



- Listening & encouraging feedback
- Giving people what they need, not just what they want
- Treating others the way you would like to be treated

# Practice “Tough Empathy”



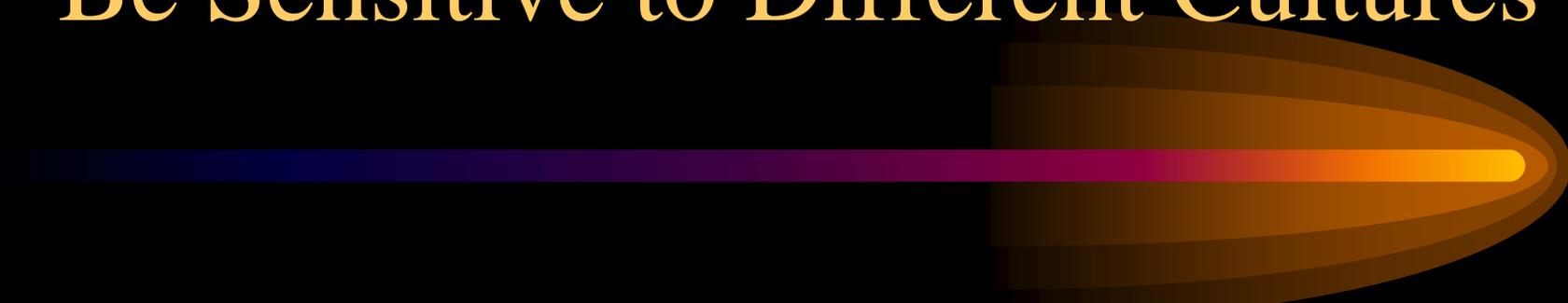
- Pitfalls to avoid:
  - Encouraging feedback and then ignoring it
  - Trying to please everyone at the expense of decision-making

# Empathy and Understanding



- Practice “tough empathy”
- **Be sensitive to different cultures**
- Recognize limitations

# Be Sensitive to Different Cultures



- Racial, ethnic, gender
- Regional differences
- Work environment
  - Inside vs. outside
  - “How things are done here”
- Personality types

# Empathy and Understanding



- Practice “tough empathy”
- Be sensitive to different cultures
- **Recognize limitations**

# Recognize Limitations



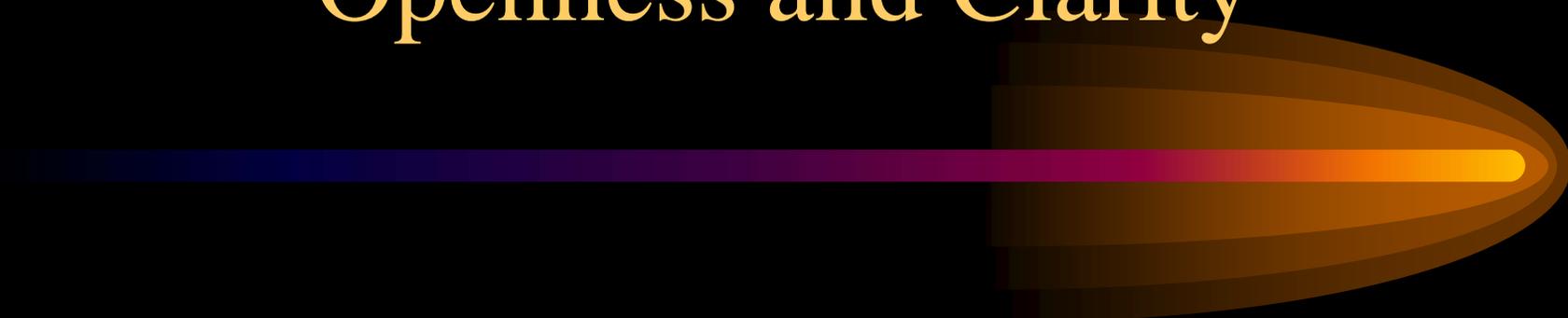
- Budgetary constraints
- Limited resources, i.e. staff, time, etc.
- Practical considerations
  - Will it work, fit on the truck, etc.?
  - Will employees use it?

# Motivation and Commitment



- Create a sense of teamwork
- Encourage involvement at all levels
- Emphasize positive messages
- Reinforce positive behavior

# Openness and Clarity



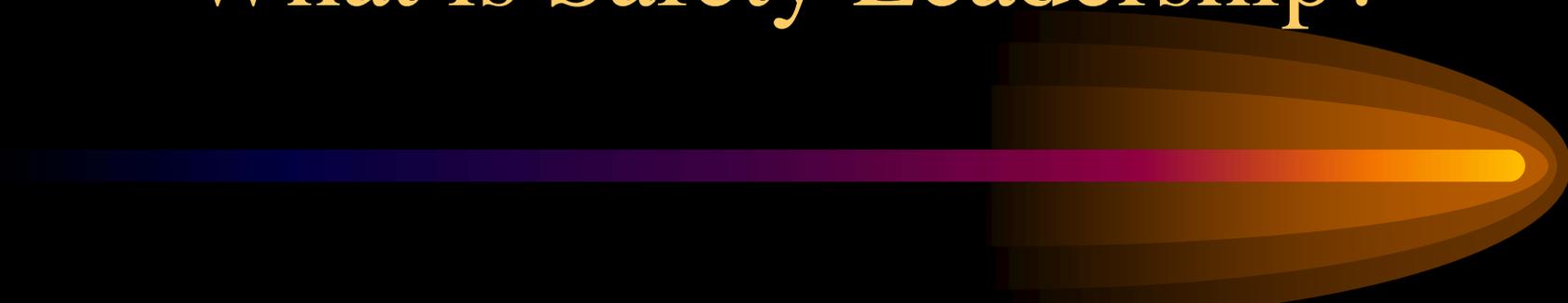
- Honesty and integrity
- Communicate and listen clearly

# Communicate and Listen Clearly



- Made your expectations clear
- Make yourself available in the workplace
- Continuously seek to improve speaking, writing, & listening skills
- Remove barriers to reporting safety problems or incidents
- Provide positive feedback & follow up

# What is Safety Leadership?



- Making organizational safety expectations clear
- Securing resources to support safety
- Being present when key safety issues are decided
- Supporting others safety efforts
- Creating & insisting on a safe company culture

# How Important is Safety Leadership?



- A key ingredient in an organization's safety success
- Determines the extent to which safety rules & procedures are followed
- Creates & maintains the safety culture

# What is Safety Culture?



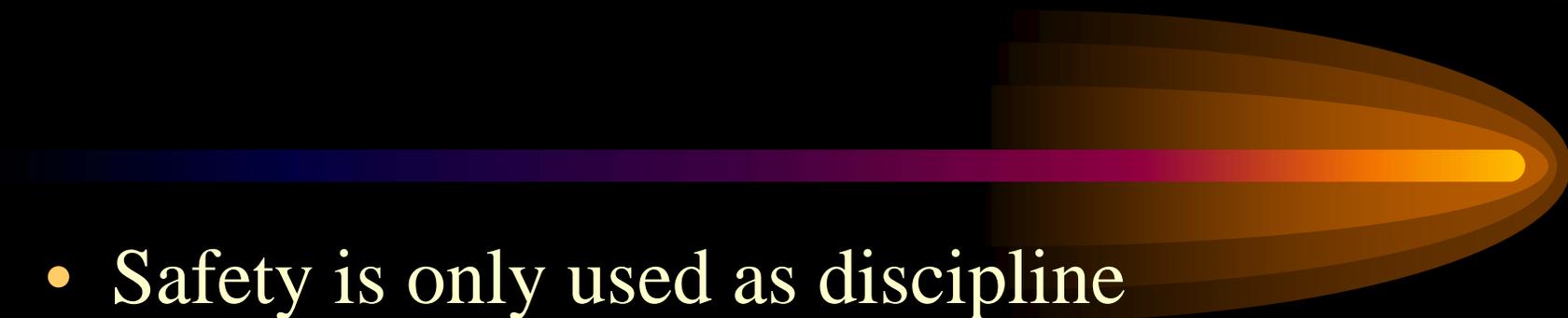
- How an organization thinks & acts towards safety:
  - Beliefs, attitudes, & values towards safety
  - Structure, practices, controls, & policies designed to enhance safety
- It is a key predictor of safety performance

# Qualities of a Strong Safety Culture



- Workers have a role in safety matters that affect them
- Trust between management and workers
- Open communications
- Positive recognition

# Obstacles to Effective Safety Leadership



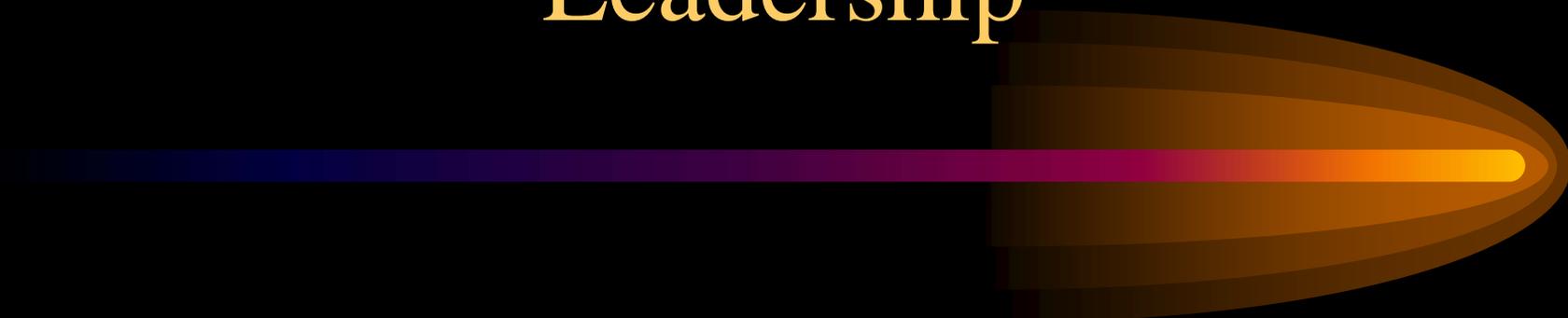
- Safety is only used as discipline
- Safety is delegated to lower levels, leaders are “hands-off”
- Safety is deferred to outside entities, e.g. insurance co., regulatory agencies
- Lack of participation by those affected

# Obstacles to Effective Safety Leadership



- Poor communication
- Lack of accountability
- Lack of enforcement
- Lack of clarity
- “Us vs. Them” attitude
- All talk and no action

# Leadership



Great leaders can inspire others . . .



# AMBITION

THE JOURNEY OF A THOUSAND MILES SOMETIMES ENDS VERY, VERY BADLY.



# BLAME

THE SECRET TO SUCCESS IS KNOWING WHO TO BLAME FOR YOUR FAILURES.



# CHANGE

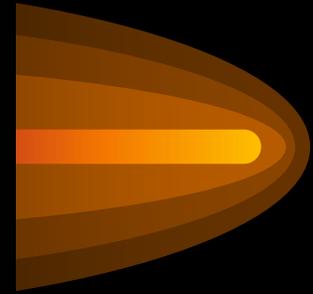
IT'S A SHORT TRIP FROM RIDING THE WAVES OF CHANGE TO  
BEING TAKEN AWAY BY THE LINGERS OF DEFEAT



# DARE TO SLACK

WHEN BIRDS FLY IN THE RIGHT FORMATION, THEY NEED ONLY EXERT HALF THE EFFORT

*By the way, this is a metaphor for leadership.*



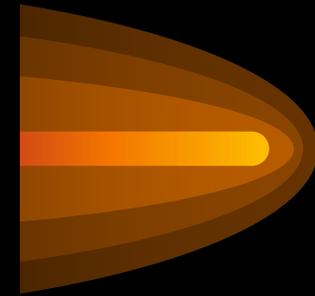
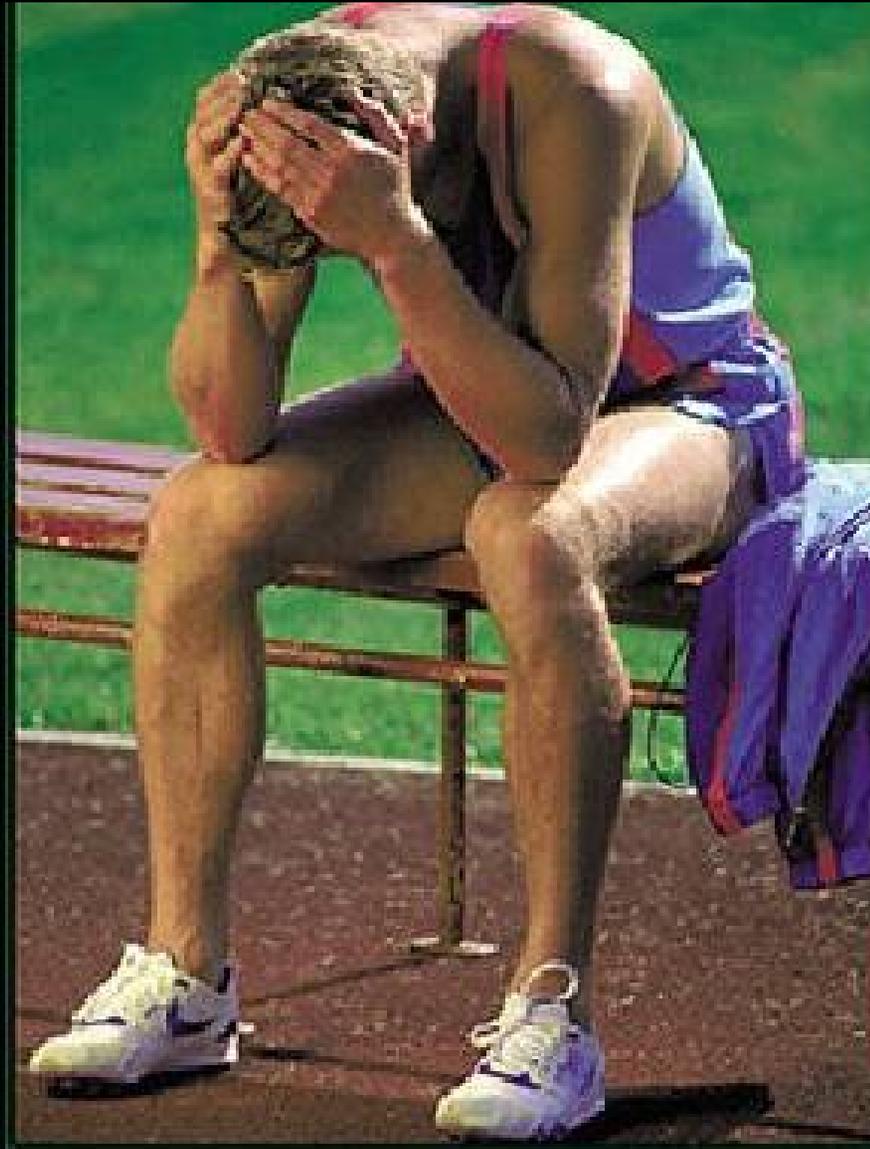
# DEFEAT

FOR EVERY WINNER, THERE ARE DOZENS OF LOSERS.  
ODDS ARE YOU'RE ONE OF THEM.



# DESPAIR

IT'S ALWAYS DARKEST JUST BEFORE IT GOES PITCH BLACK.



# FAILURE

When Your Best Just Isn't Good Enough



# GET TO WORK

YOU AREN'T BEING PAID TO BELIEVE IN THE POWER OF YOUR DREAMS.



# HUMILIATION

THE HARDER YOU TRY, THE DUMBER YOU LOOK.



# IRRESPONSIBILITY

NO SINGLE RAINDROP BELIEVES IT IS TO BLAME FOR THE FLOOD.



# LAZINESS

SUCCESS IS A JOURNEY, NOT A DESTINATION.

By [unreadable]



# LOSING

IF AT FIRST YOU DON'T SUCCEED,  
FAILURE MAY BE YOUR STYLE



# MEETINGS

NONE OF US IS AS DUMB AS ALL OF US.



# MISTAKES

IT COULD BE THAT THE PURPOSE OF YOUR LIFE IS  
ONLY TO SERVE AS A WARNING TO OTHERS.



# POTENTIAL

NOT EVERYONE GETS TO BE AN ASTRONAUT WHEN THEY GROW U

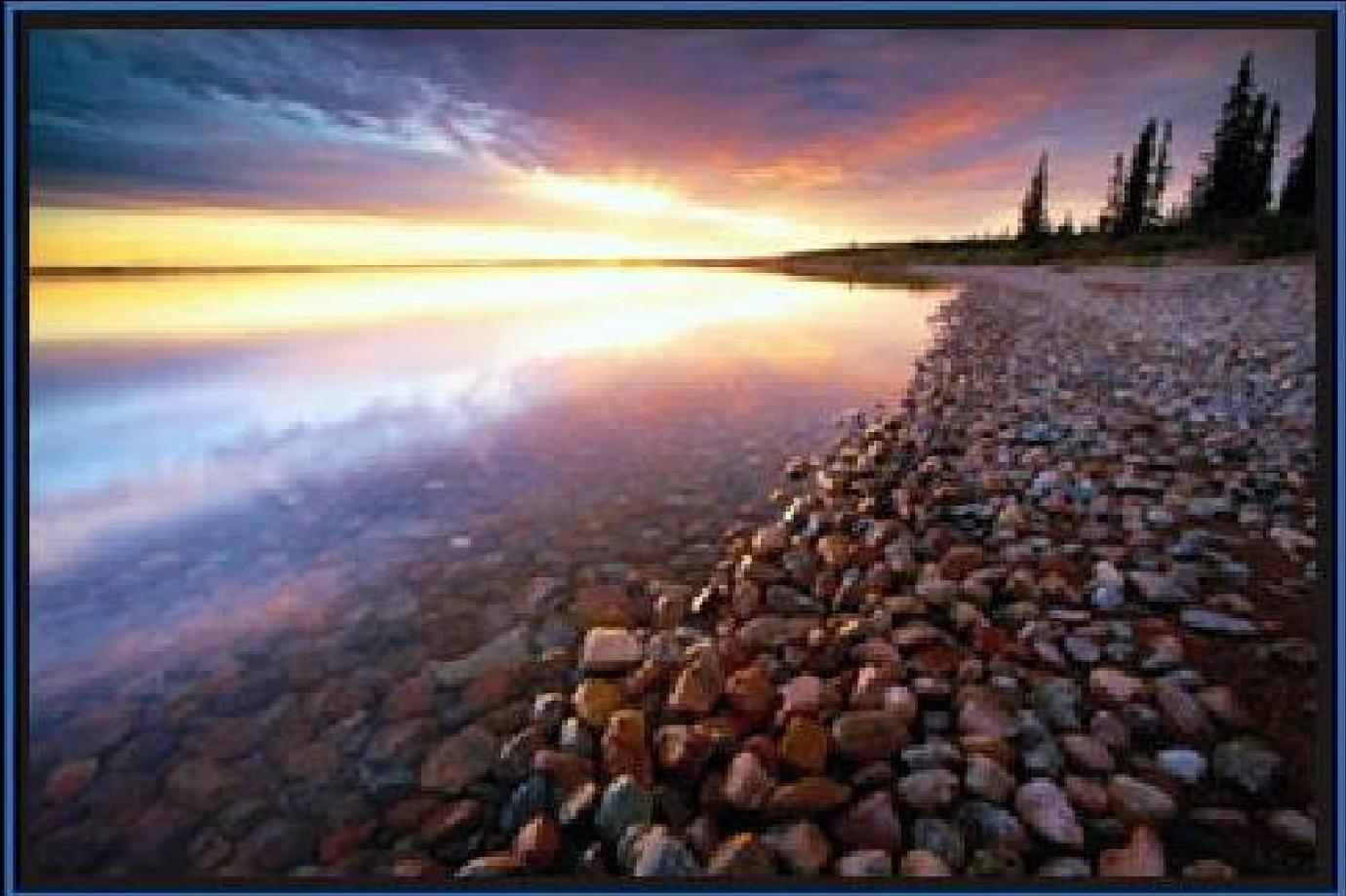


# RETIREMENT

BECAUSE YOU'VE GIVEN SO MUCH OF YOURSELF TO THE COMPANY THAT



To summarize ...



# MOTIVATION

IF A PRETTY POSTER AND A CUTE SAYING ARE ALL IT TAKES TO MOTIVATE YOU,  
BE RESPONSIBLE - MEAN EYES FOR THE KING BEARS WHO'RE BEING FED

# Leadership



In other words, actions speak louder.

Leaders are judged by what they do,  
not what they say.



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# Safety Leadership Challenges



- Commit to supporting ideas long enough to impact the safety culture
- Keep the safety momentum going
- Think proactive and long-term
- Emphasize vision, values, & motivation
- Seek to continuously improve

*Thank You*

