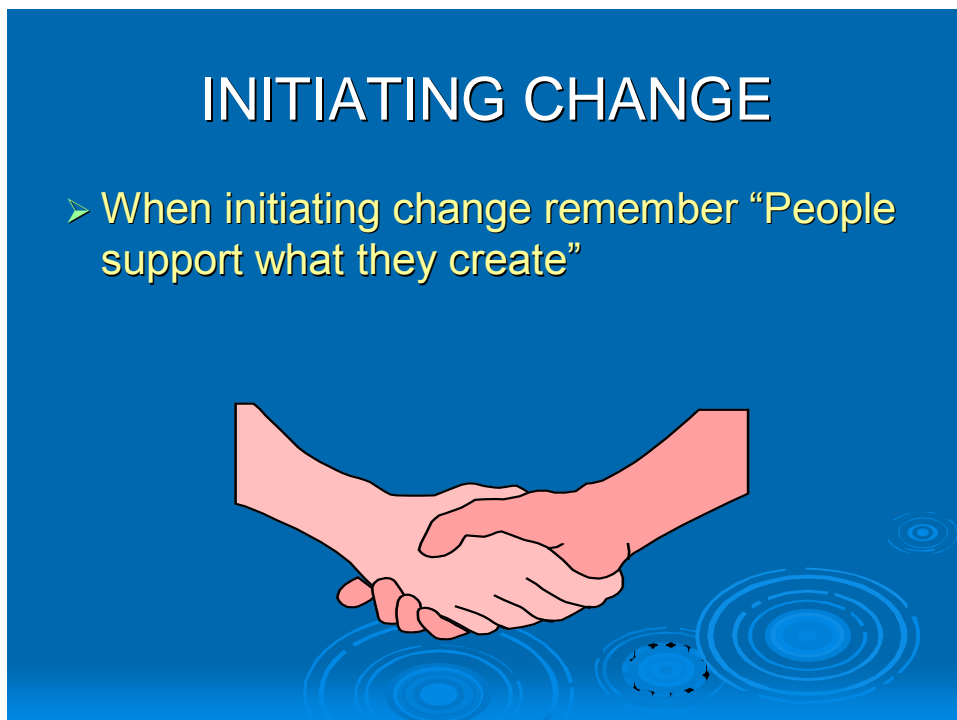


## Practical Tips on Safety Leadership

### Quotable Quote

"A health & safety problem can be described by statistics but cannot be understood by statistics. It can only be understood by knowing and feeling the pain, anguish, and depression and shattered hopes of the victim and of wives, husbands, parents, children, grandparents and friends, and the hope, struggle and triumph of recovery and rehabilitation in a world often unsympathetic, ignorant, unfriendly and unsupportive, only those with close experience of life altering personal damage have this understanding"



The following is written for managers, supervisors, OHS professionals, union officials, health & safety reps. and others who may adopt a leadership role in safety-

(People do not care how much you know, they want to know how much you care)

Drive safety culture and safety change through a robust Safety Management System that is constantly monitored and reviewed and is targeted at the identified needs of the organisation

Set the safety example

Be beyond reproach in everything you do or you will be found out, just ask Bill Clinton or Mathew Johns

Have high expectations and communicate them

Drive safety from the top of the organisation

Build trust through appropriate self-disclosure

Remember the Pareto principle when deciding what to do

Know your people

Be loyal

Question the status-quo

Use performance appraisal to monitor leader's safety performance and use safety as the number one factor in promotion decisions

Have lots of safety learning guided by a safety learning needs analysis

COMMUNICATE COMMUNICATE COMMUNICATE in a way that inspires

Celebrate success

Remember the number 1 job of a leader is to transmit and embed high value standards

Have a vision, mission and goals that are articulated

Use real world approaches not theory

All paperwork must be succinct

Whatever is done in OHS must be based on a needs analysis

Need to get some runs on the board quickly

Concentrate on the things that give you the best bang for your buck

Aim for simplicity not complexity

Minimise the bureaucracy and bull-shit

Face to face communications should be used wherever possible

Be guided in what you do by taxonomies of Class 1 damage in your industry. Class 1 damage is that which permanently alters the future of the individual

Have huge but realistic goals

Do the simplest thing that will work

When initiating change remember "People support what they create" Initiating change is difficult at the best of times, if you do not involve those affected by the change in the change process it is unlikely to work.

Remember the 6 P rule-Prior Preparation Prevents Piss-Poor Performance.

Ask for and give regular feedback

Identify and separate customer needs from wants

Use Action and Experiential learning for adults that promotes critical reflection, avoid lecture style presentations

Use real world approaches not theory

Carefully define the scope of any project you take on

Passive countermeasures (That do not rely on action by the human being) are preferred to Active countermeasures

Beware of the person who can make pig poo, look, taste, smell & feel like strawberry jam

Strategic approaches are important but make sure you spend enough time in the field that you do not lose contact with the everyday reality of how the business is managed

“When reading your correspondence the reader must say “Wow” in the first third of the page”

“When listening to your presentation the listener must say “Wow” within the first 3 minutes”