

TOPIC: Leadership for Better Safety Buy-In (For Supervisors)

ACKNOWLEDGE: Thank you for being here and participating in this safety talk. I know your time is valuable, so I will ensure every moment of this talk is worth your while (*make eye contact with the entire group*).

Training Tips:

Ask a lot of questions: While delivering your Safety Talk, ask questions that ‘hook the mind’ and engage your participants. The simple act of asking questions is a High Impact Training technique!

Raise a hand when asking questions: Directed to your audience, you’ll often find that people are more willing to answer your questions and become active participants... try it out! Also, pause for a moment after asking a question, waiting for and encouraging responses from the group.

Provide an example of a personal experience: (or a recent news event) For instance: “A close friend of mine once _____”, or “Just last week _____”. This is a very effective method to help participants relate to your topic. It often helps them to realize: ‘*Yeah, this could affect me. I should listen to this.*’

What’s in it for Me? (WIIFM): I am here to deliver a brief safety talk on how you can approach safety leadership in your work areas to get better buy-in from your team! And by the way, how many of you agree with me that when it comes to workplace safety, as a supervisor, its important that you are a leader?

ASK: *What does be a leader mean to you?* (wait for and encourage responses)

State: Leadership is about being a person that others want to follow. It’s about the ability to influence the actions of others. When it comes to an effective Safety Management and Health Safety culture, Supervisors play a critical role.

ASK: *What are some of the things that you can do so that your workers will respect and WANT to follow you?*

Cover the following content either with participants responses, you’re your direct communication:

1. Show commitment by making worker safety a priority.
2. Make sure your workers are set up for success taking time to train them in a manner that ensures they can actually apply the training that you have provided.
3. Model safe work practices. Your values are shown through your **actions not your talk.**
4. Enforce safe work and even be willing to STOP WORK, if needed.
5. Recognize your worker’s limitations; understand how operational and other demands can be realistically met by your workers
6. Motivate your workers and create a sense of community.



DID YOU KNOW

Since we spend so much time at work, a workers’ supervisor can be one of the most influential people in their life!

State: Lets talk a little more about motivation! What are some things you think that **WOULD** or **WOULD NOT** work to motivate workers to safe and responsible practices? (Answers might be:)

Things that Work	Things that Don't Work
<ul style="list-style-type: none"> • Showing respect and understanding at all times. • Helping workers feel safe to speak up and accepted for who they are. • Involve workers in safety measures that will affect them. • Always give feedback on worker's suggestions or questions. • Demonstrate interest in, and care for, the welfare of your workers. • Participate in and encourage social activities involving your workers. 	<ul style="list-style-type: none"> • One off morale-boosting initiatives or reward schemes that can be perceived as condescending or trivial. • Involving workers in theory, but in practice, taking little note of their inputs. • Pointing out mistakes in front of other workers. • Not walking your talk • Ignoring workers safety concerns, even when you think it's not serious

STATE: Now let's talk more about respect! Respect is ability to instill respect from and command authority over workers may be one of the first things that come to mind when people think of leadership.

ASK: How many of you want to be respected by your workers! (Raise your hand, and your audience will raise theirs too). Of course! We all want to be and feel respected.

ASK: What does it mean to you when we say, 'respect is earned, not demanded'?

State: Respect can only be earned. In many ways it happens on its own when you get everything else right. In its absence, it is difficult for you to influence the behavior of your workers, including safety-related behavior.

ASK: What are some things you think that **WOULD** or **WOULD NOT** work for you to be able to earn respect from your workers?

Things that Work	Things that Don't Work
<ul style="list-style-type: none"> • Have confidence in your decisions and stick to them. • Admit mistakes when you are wrong. • Demonstrate care and respect daily for your workers. • Lead by example. Walk your talk. • Honor your word. Every time you break your word, you lose credibility. • Pull your weight as a key team player. 	<ul style="list-style-type: none"> • Demanding respect from subordinates. • Using the power vested in your position as a threat. • Refusing to listen when challenged. • Acting unnecessarily tough when there is no justification. • Ignoring or blaming management or other workers.

In summary, if you are a manager or supervisor, then we hope you clearly understand the importance of your safety leadership for worker buy-in to our safety management system!

Most important, remember that you are worth it, and your workers are worth it. You are all worth the extra few minutes that it takes to demonstrate and lead safe and healthy work practices and habits. Afterall, its YOUR LEADERSHIP that might make all the difference to your workers.

Thank you for participating in this Safety Talk! We hope it has had an impact on returning you and your co-workers home safely at the end of every workday.

Discuss your company policy or agreements/rules.

STATE: If you have any questions regarding the topics discussed today, please let me know. If I don't have an answer for you now, I will direct your question to another individual, if you are comfortable with that. We want you to be safe and feel safe while at work!

Facilitator, remember to:

1. Ask for the commitment of your employees,
2. Answer all questions,
3. Thank them for their time and
4. Document that this safety talk occurred.

RECORD OF SAFETY TALK	
Company Name:	Work Location Dept.:
Talk Given by:	Date / Time:

Results of inspection, demonstration or other activity or suggestions during talk:

List of All Employees Who Attended the Safety Talk:	
Name (PRINT)	<i>Signature</i>
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Signed: _____ Position Held: _____