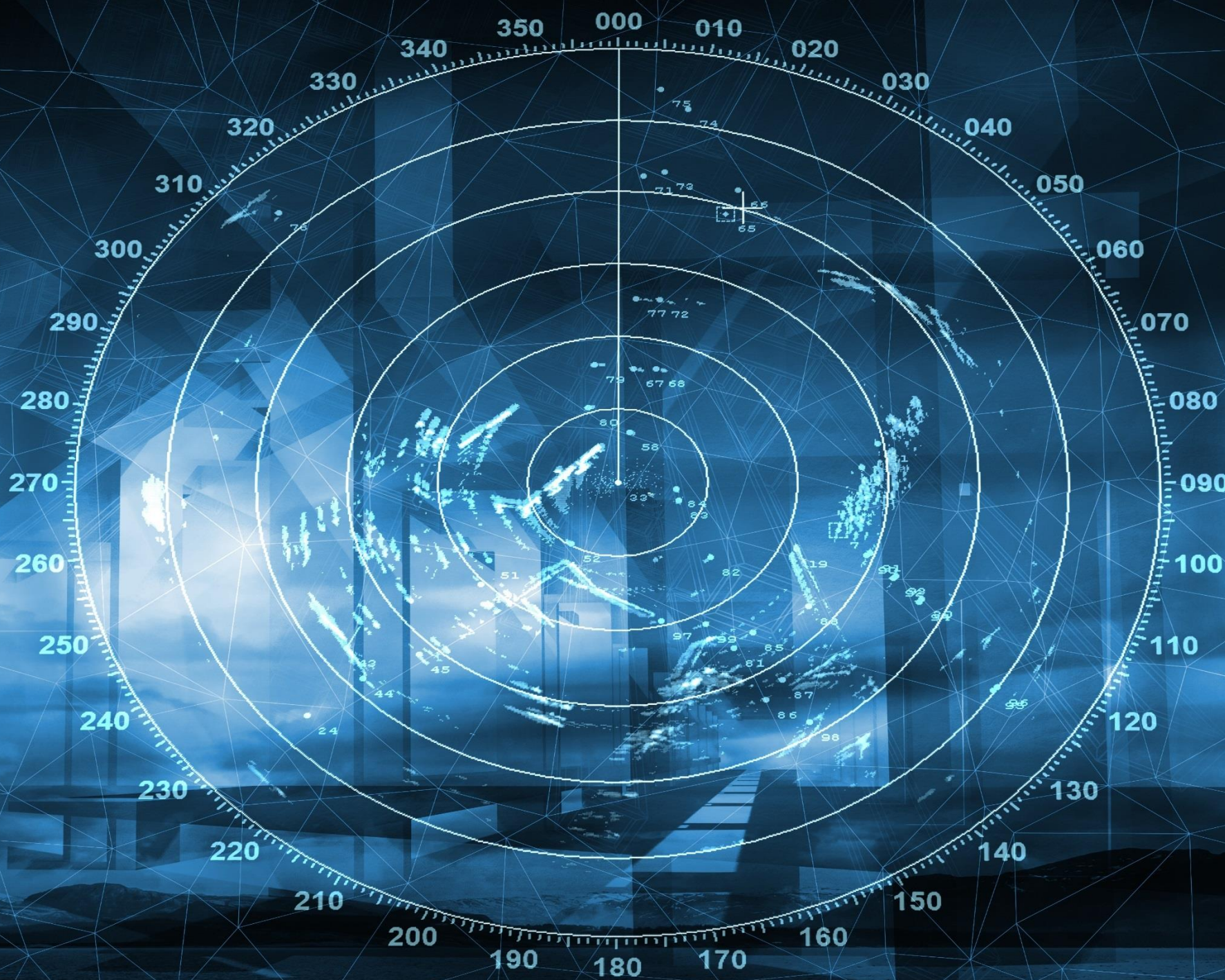




# SAFETY LEADERSHIP











SAFETY LEADERSHIP IS ABOUT  
“INFLUENCE”



# DISRUPTION







# THE HERO'S JOURNEY



# VALUES

**What**  
**WORDS**  
**best describe**  
**YOU**  
**as an individual?**



**STRENGTHS**

**TRAITS**

**VALUES**



# VALUES STATEMENT



- ☐ **EVERYONE WELCOME**
- ☐ **GROW EACH OTHER**
- ☐ **CONNECT WITH RESPECT**
- ☐ **HOLD EACH OTHER  
ACCOUNTABLE**



# **Your VALUES Coat of Arms**







**Your Team VALUES Coat of Arms**

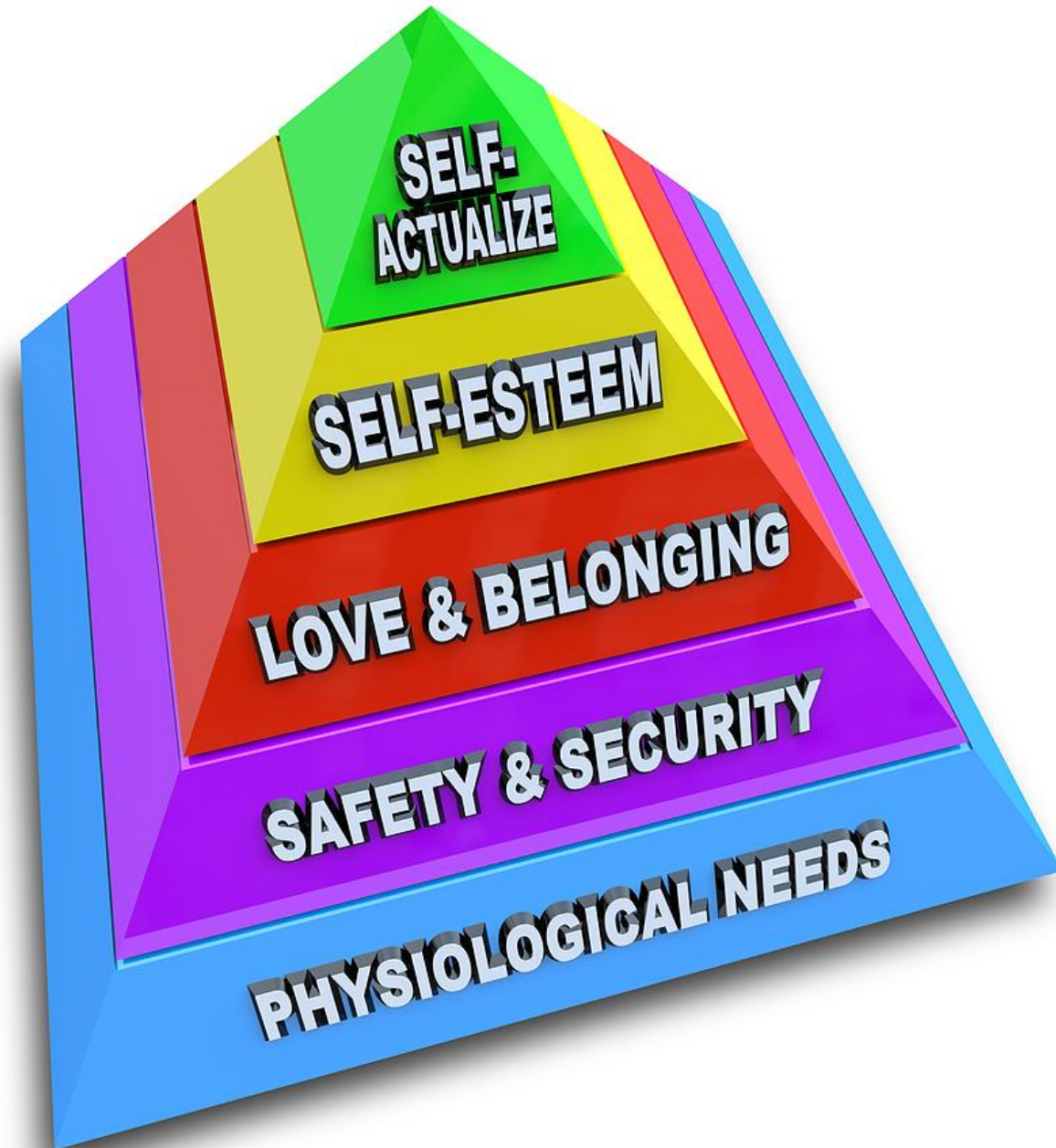




**PICK UP 1**

**REFLECT**

**SHARE WITH  
2 OTHERS**







# A SAFETY LEADERSHIP STORY

## 2006 TO 2017

DSSA 2017 – SAFETY AWARD



# BC FERRY SERVICES INC.

British Columbia Ferry Services Inc. (BC Ferries), one of the largest year-round ferry systems in the world, has been recognized as a global winner in the DuPont Safety and Sustainability Awards due to the company's achievements in transforming its safety culture through the 'SailSafe' program.

# **Injury Risk Pyramids**

(Heinrich 1929)

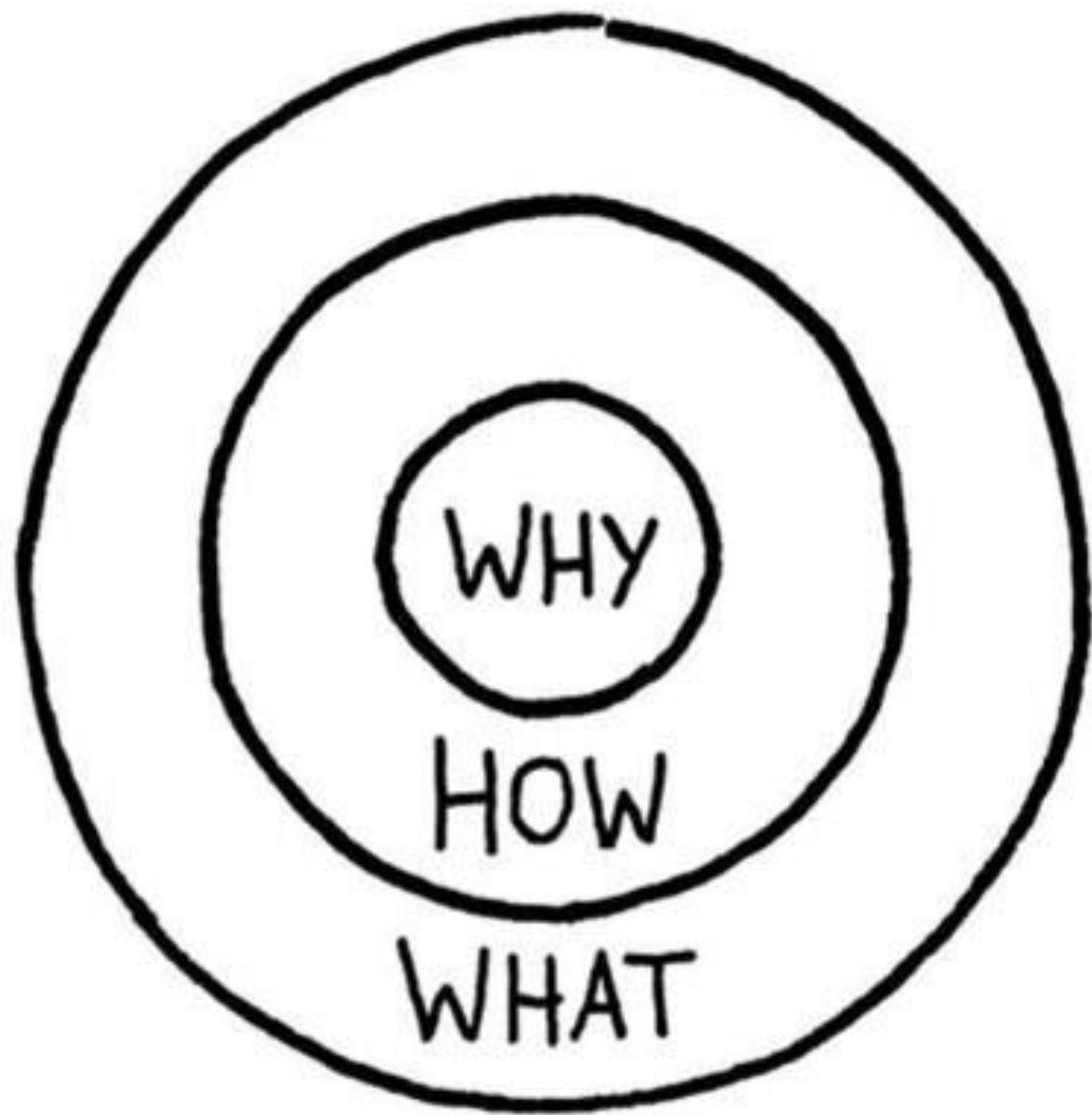




# **Injury Risk Pyramids**

(Heinrich 1929)







# **SAFETY MANAGEMENT SYSTEM**





Your  
**IDENTITY**  
emerges out of the  
**HABITS YOU HAVE**

# Dream In Years

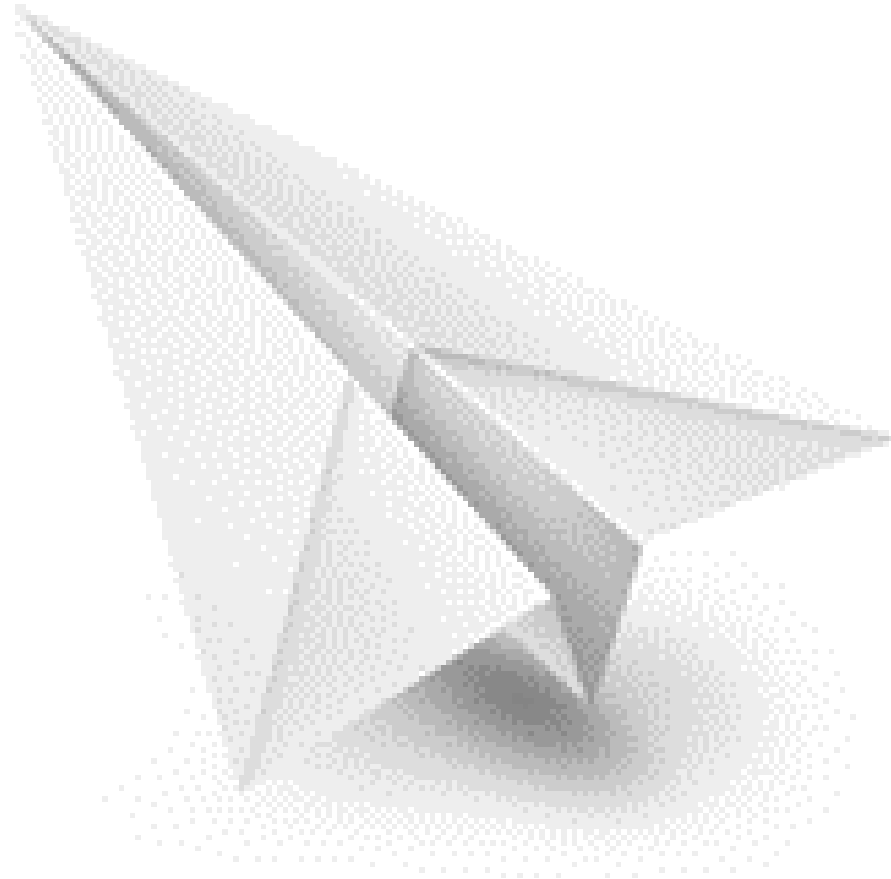


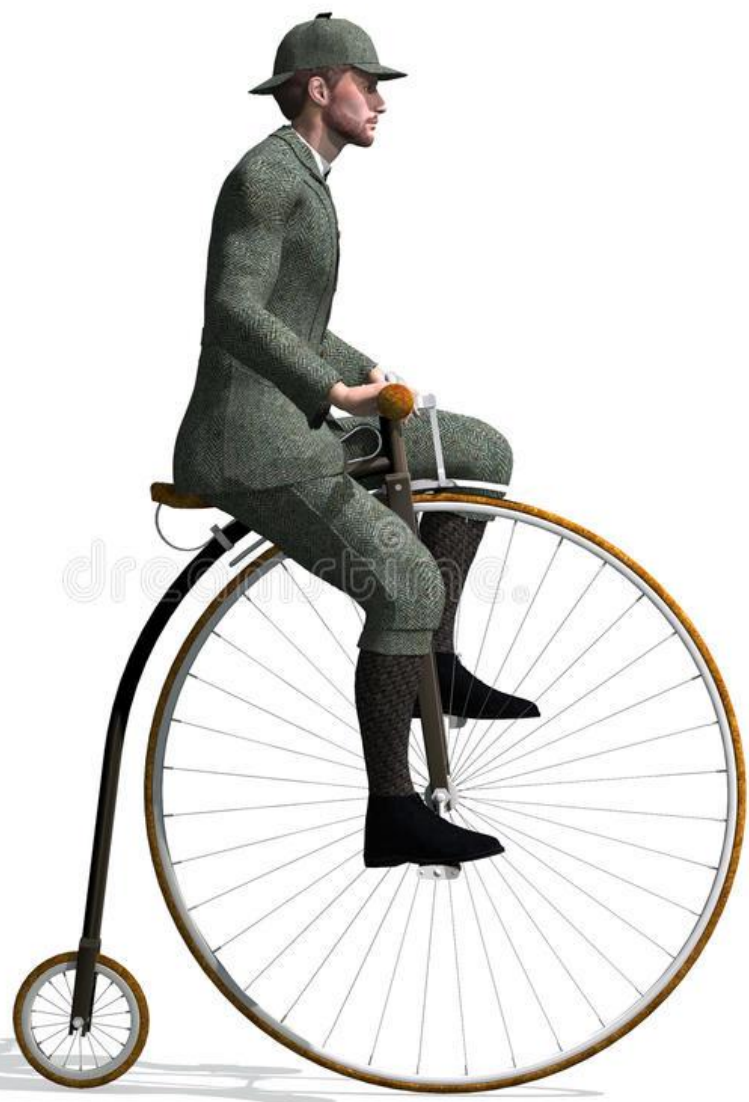
# Plan in Months





# Start in Days





world record for riding a bike



All

Images

Videos

News

Shopping


More

Settings

Tools

About 25,900,000 results (0.61 seconds)

Fred Rempelberg from Maastricht, Netherlands is the current holder of the motor-paced speed world record cycling with 268.831 km/h (**166.9 mph**) since 1995.

List of cycling records - Wikipedia  Norton

[https://en.wikipedia.org/wiki/List\\_of\\_cycling\\_records](https://en.wikipedia.org/wiki/List_of_cycling_records)



**BRITISH**  
**CYCLING**



1%





**STRATEGY**

JANUARY						
SUN	MON	TUE	WED	THU	FRI	SAT
						1 <small>NEW YEAR'S DAY</small>
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17 <small>MLK DAY</small>	18	19	20	21	22
23	24 <small>WEDNESDAY</small>	25	26	27	28	29
30	31					

FEBRUARY						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5 <small>SHROVE TUESDAY</small>
6	7	8	9 <small>ASHLAND DAY</small>	10 <small>VALentine's DAY</small>	11	12 <small>VALENTINE'S DAY</small>
13	14	15	16	17	18	19
20	21 <small>SHROVE TUESDAY</small>	22	23	24	25	26
27	28 <small>SHROVE TUESDAY</small>					

MARCH						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 <small>ST. PATRICK'S DAY</small>	22	23	24	25	26
27	28	29	30	31		

APRIL						
SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY						
SUN	MON	TUE	WED	THU	FRI	SAT
1 <small>MAY DAY</small>	2	3	4	5 <small>MAY DAY</small>	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE						
SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

JULY						
SUN	MON	TUE	WED	THU	FRI	SAT
					1 <small>INDEPENDENCE DAY</small>	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

AUGUST						
SUN	MON	TUE	WED	THU	FRI	SAT
	1 <small>LABOR DAY</small>	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

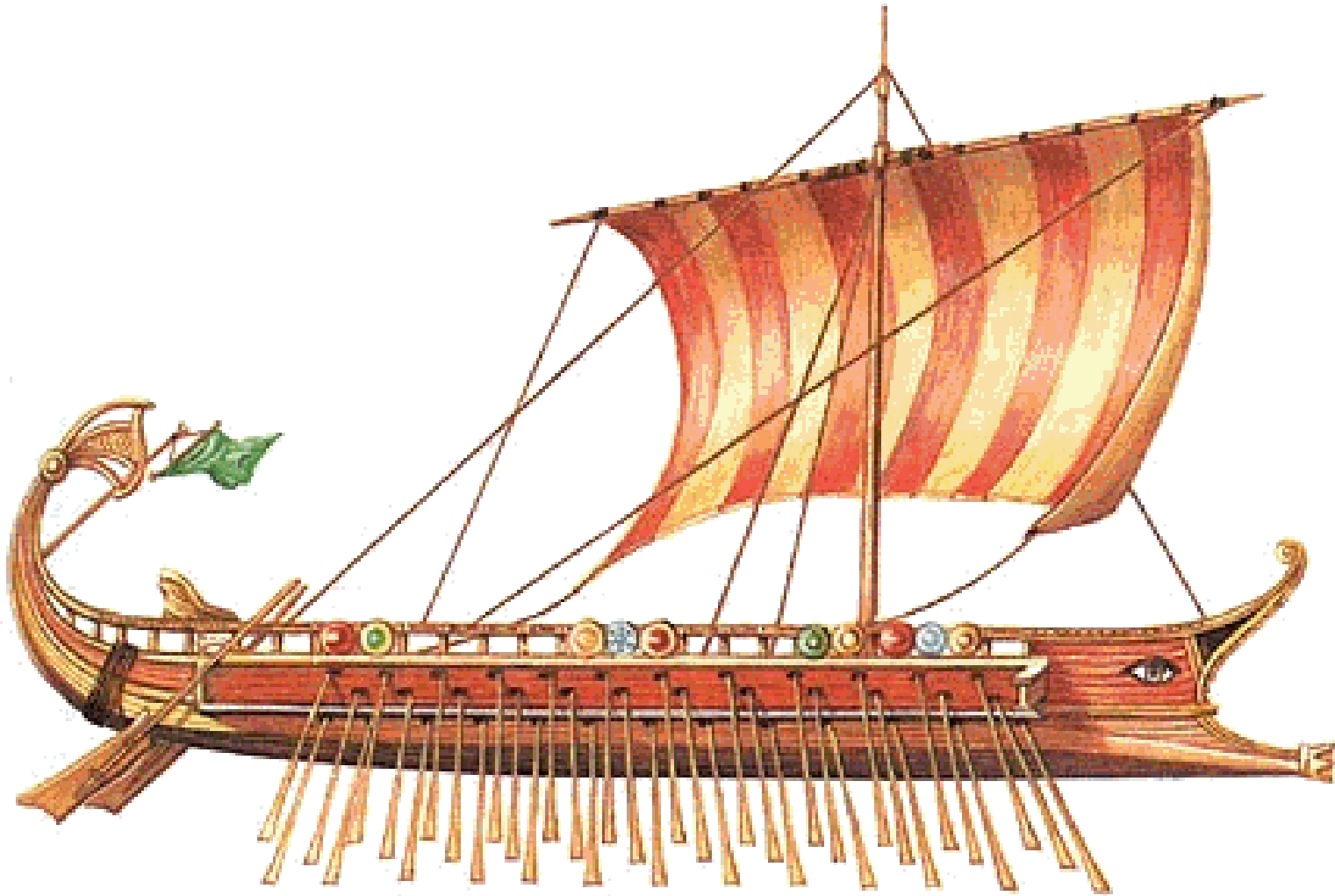
SEPTEMBER						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

OCTOBER						
SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

NOVEMBER						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DECEMBER						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31





# The Ship of Theseus

# **HOW LEADERS CAN BOOST WORKPLACE**



# **CULTURE**

---

**Be a hazard detective**

---

**Stress safety training**

---

**Analyze jobs for safety's sake**

---

**Communicate frequently**

---

**Be specific**

---

**Team up for problem solving**

---

**Watch for changing behaviour/attitude**

---

**Know the shape everyone is in**

---

**Be consistent**

---

**Reward safe behaviour**



# **The 4 Elements of Essential Practice**





**Think Like A Leader**



**Engage People**



**Coach Your Team**



**Get Results Through Others**



**Think Like A Leader**





**WHAT SORT OF  
THINGS DID YOUR  
BEST  
MANAGER / LEADER  
DO?**

1

2

3

**WHAT SORT OF  
THINGS DID YOUR  
WORST  
MANAGER / LEADER  
DO?**

**1**

**2**

**3**

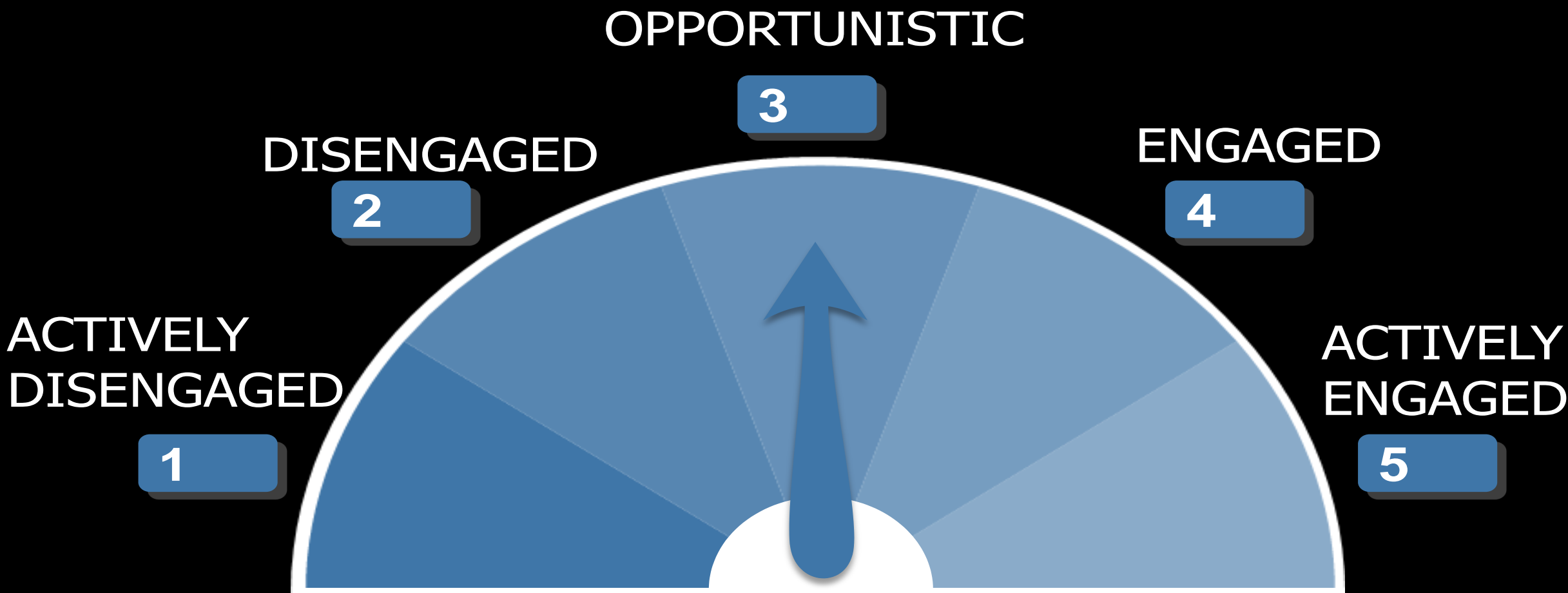
# What Is The Point Of This?





**Engage People.....**





Engagement Meter

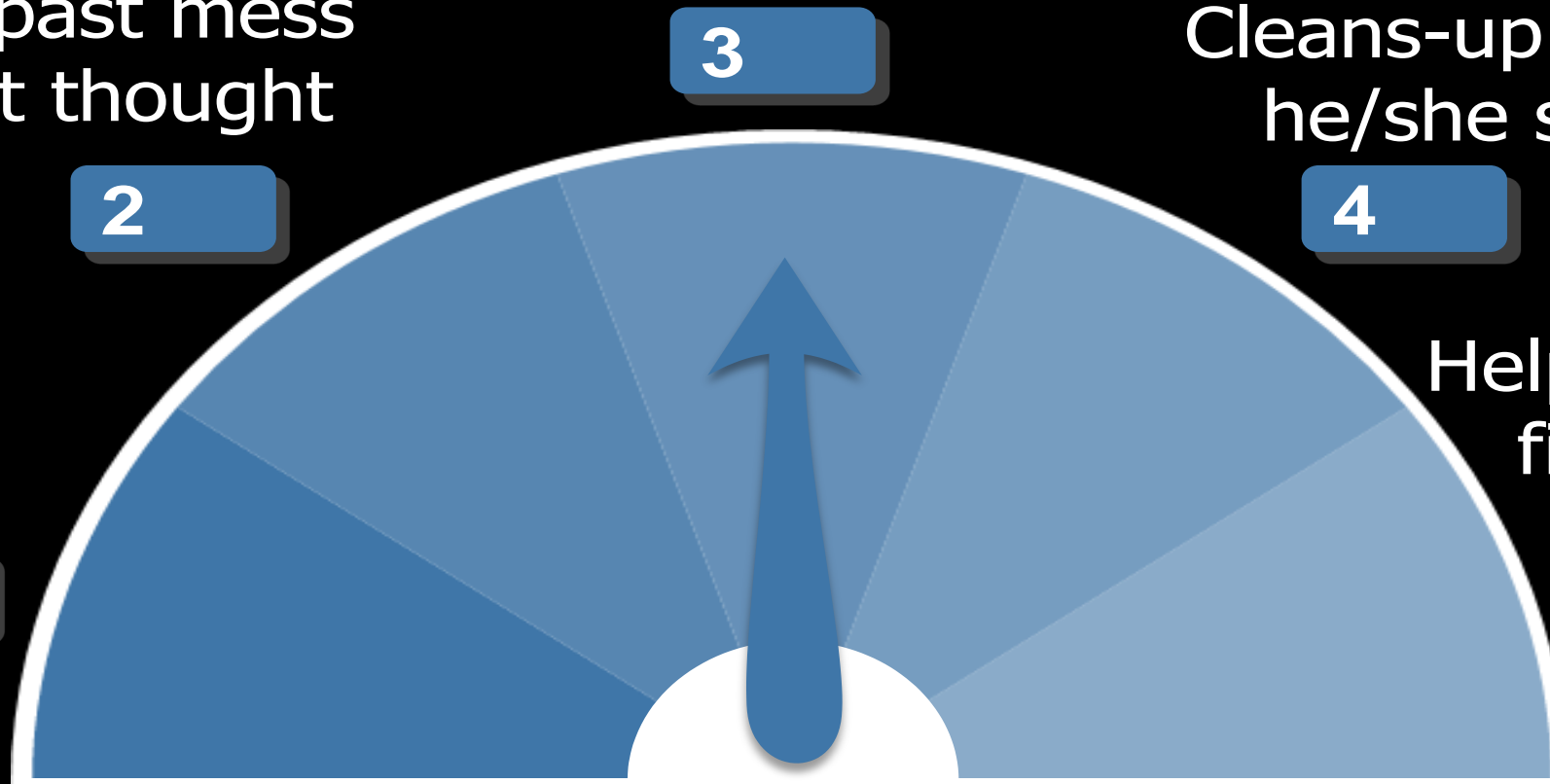
Hopes not to see it,  
will clean-up if personal benefit

Walks past mess  
without thought

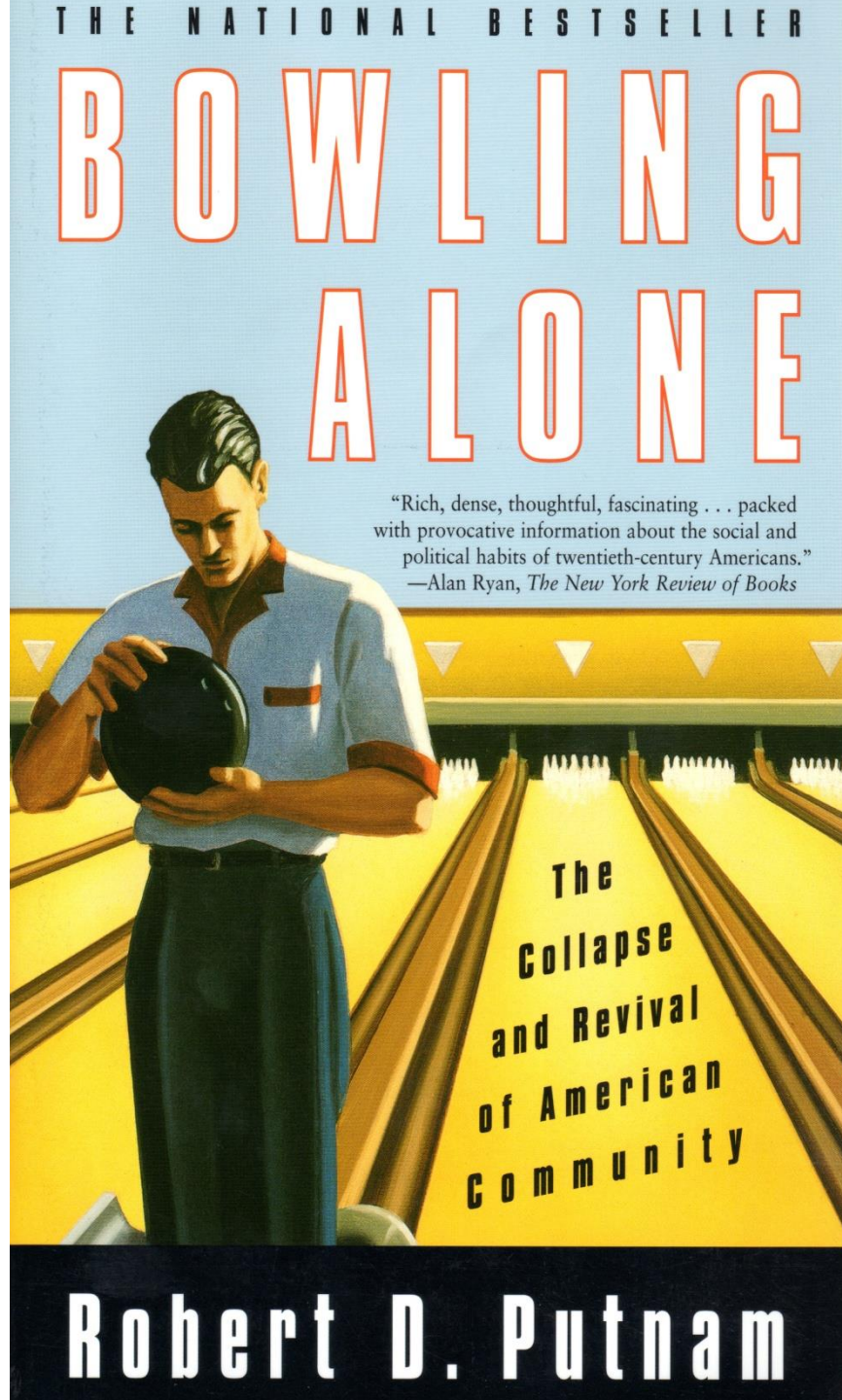
Cleans-up what  
he/she sees

Creates  
the mess

Helps clean-up,  
fix & prevent



Engagement Meter



# Social Capital

# **BLOCK WATCH AREA**



**ALL SUSPICIOUS ACTIVITIES  
REPORTED TO POLICE**

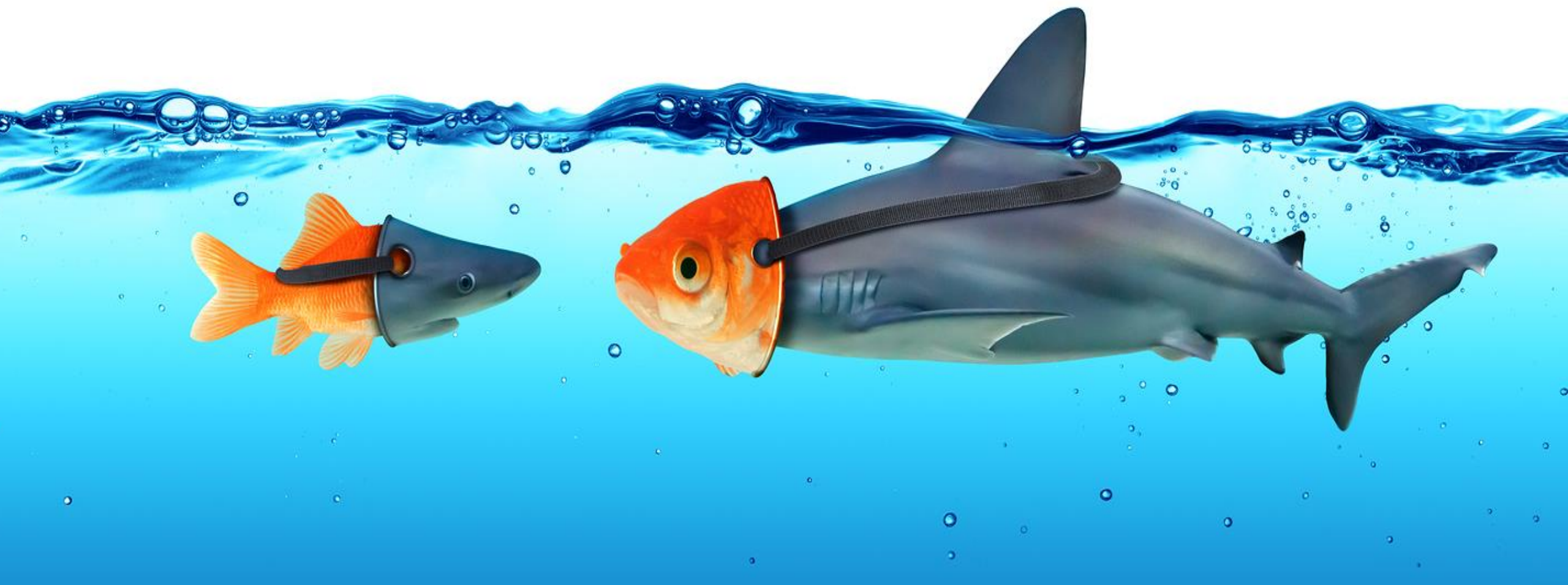


CLINT EASTWOOD  
**GRAN  
TORINO**









# The 'JOHARI WINDOW'

**OPEN**

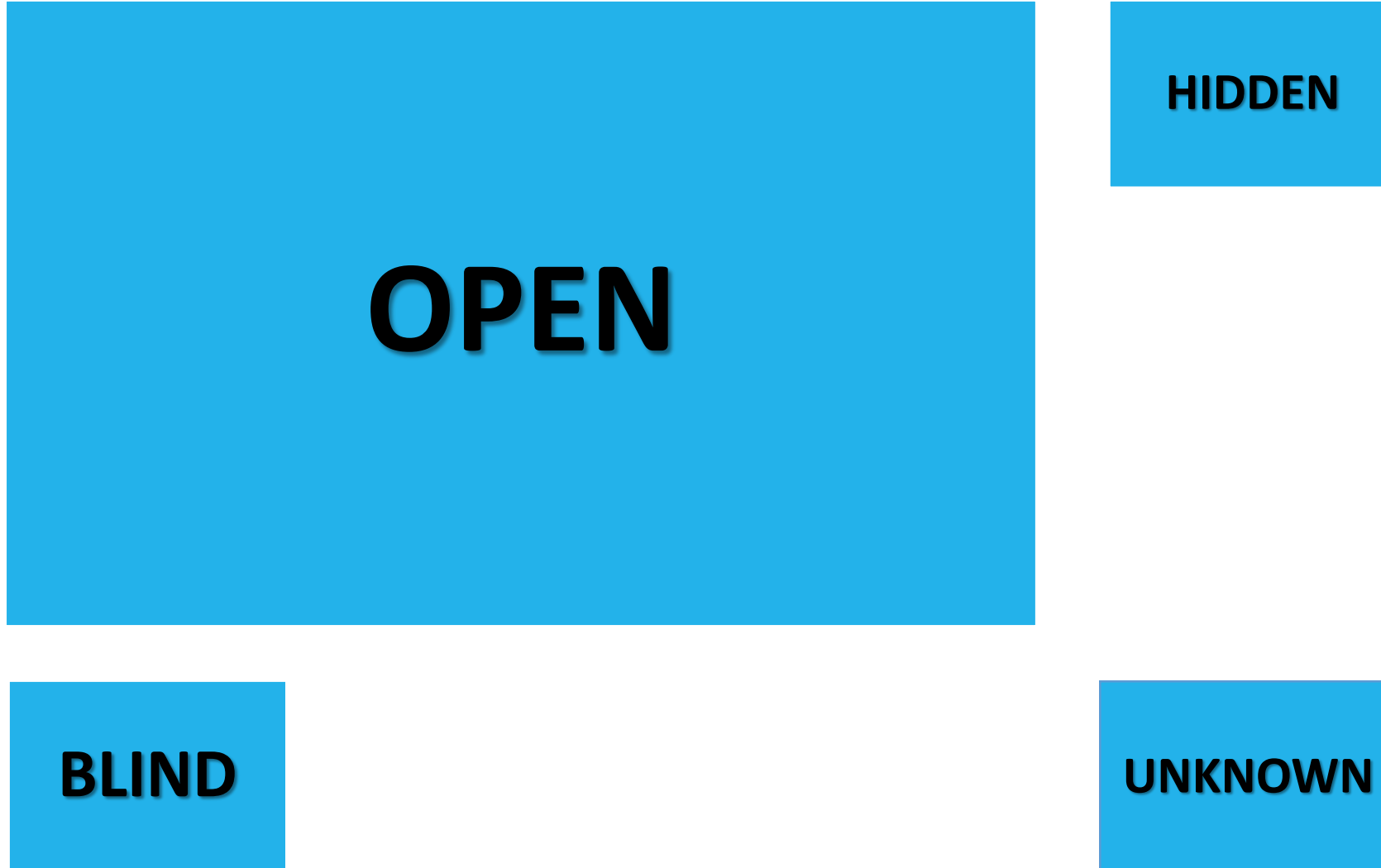
**HIDDEN**

**BLIND**

**UNKNOWN**



# The 'JOHARI WINDOW'





“Mrs. Stevens”





**Coach your team....**





**What Does Your Team Look Like?**

# Herzberg's Satisfiers and Motivators

1

Achievement itself

2

Personalized, specific recognition  
& feedback from managers



### **Nothing Going On Here**

You have several members of staff whom you supervise who have been in the same role for over 17 years.

They appear unmotivated, have grown complacent and still have many years before they either will or can retire.

There are days when you sense that they do not even like their jobs as they often provide poor customer service to the public as well as their colleagues.

They simply don't seem to care.

You have had direct conversations with them about their behaviour but without any signs of change on their part.

They appear to believe that nothing is wrong and that you are the one who has unrealistic expectations.

As a result, they see no need to change.

***WHAT WOULD YOU DO?***

**FGT FIORE GROUP**  
TRAINING INC.

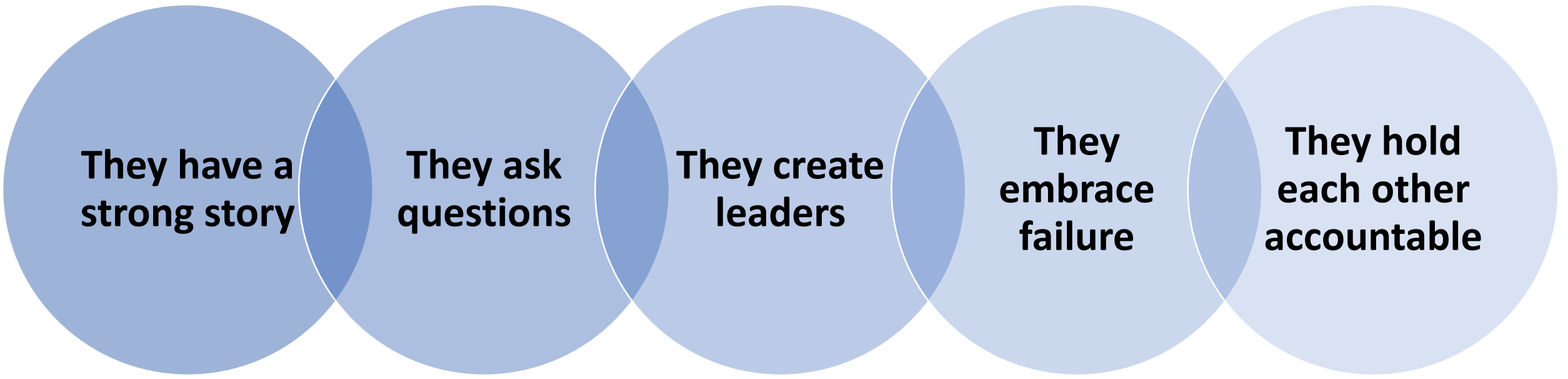
# **WHAT WOULD YOU DO?**



**Get Results Through Others**



# High Performing Teams



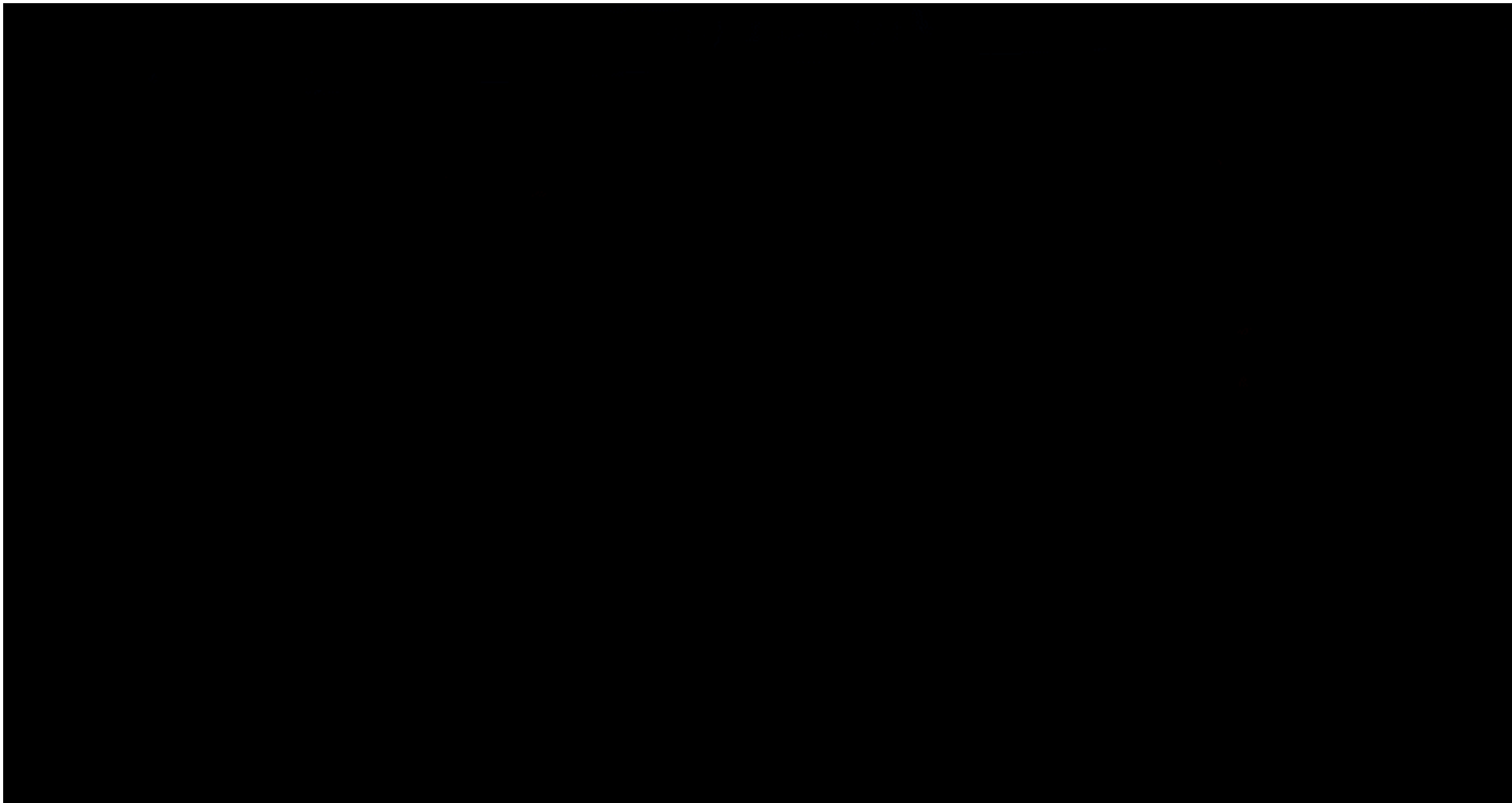
**They have a strong story**

**They ask questions**

**They create leaders**

**They embrace failure**

**They hold each other accountable**



# The Hero's Journey



# What Is Your Purpose?





**The  
POWER  
Of  
ACTION**



# **Walking With Sandwiches**





Your  
**IDENTITY**  
emerges out of the  
**HABITS YOU HAVE**



# SAFETY LEADERSHIP

