

SAFETY LEADERSHIP TRAINING CAMP

PROGRAM AGENDA:

DAY ONE

Attitudinal & Behavioral S, H & E Improvement: Getting Employees to take Responsibility for Safety & Bring a Safety Attitude to Work

This presentation will provide distinctions in predominant behavioral change methods, along with practical examples of 'what works' to instill personal responsibility in each employee to achieve breakthroughs in safety, health, and environmental performance.

Understanding Human Error: Preventing Incidents

We will discuss the human factors that cause errors leading to breakdowns in productivity, quality and accidents, injuries and health/environmental incidents, as well as, examine the awareness, skills and strategies to achieve operating excellence.

Effective Safety Training-Training Beyond Compliance

Everyone knows you have to complete OSHA and EPA required training such as lockout, respirators, forklift operation, hearing conservation etc. This session will discuss some ways to move beyond compliance and make training more effective, as well as, provide training ideas for all levels of employees that can help improve SH&E performance.

The Use of Culture SH&E Assessments-The Value of Perception Studies

This session will provide an overview of a blended approach integrating Systems Assessment technology with Cultural/Behavioral Assessment Process to provide relevant and useful data with which to maximize improvements and acceleration of desired change or enhancements to your existing process. The assessment process will determine prevailing attitudes, beliefs, norms and values that influence both safe and unsafe S, H & E behaviors.

Communication and Motivational Skills for a Safe and Productive Workplace

Effective Communication has been said to be the most important skill that any person can have in any relationship, be it business or personal. We believe this to be the case when it comes to safety improvement and breaking through to new levels of performance. Intentions and goals are often communicated by leadership but they often lose their believability as they move through the organization. People's level of motivation can be greatly influenced by how and what we communicate. Our commitment to specific S, H & E results can be elicited through our communications. We will explore both communication and motivational skills for a safe and productive workplace.

Change and Stress: The Hidden Enemies of S, H & E Improvement

DAY TWO

Organizational Culture: It's Impact on Safety Outcomes. Using Assessments and Perception Studies to Create Change

This will be a practical session in which people can understand the role culture and behaviors play in S, H & E excellence, and provide some practical ideas on how to move that forward.

Dealing with Difficult Employees-Changing Unsafe Attitudes and the Pros and Cons of Discipline

Do you have employees that refuse to comply with SH&E requirements no matter what you do? Usually this is the minority of employees that take more of your time and energy than other tasks, as well as, raises your 'frustration index' higher than most things leaders are required to do. Do you finally throw your hands up in dismay and walk away or end up handling the situation in an ineffective manner? We will cover how to effectively deal with difficult employees including how a constructive discipline process can be an effective means for employees to take personal responsibility for changing their own behavior.

Use of Incentives in Safety Management: What Works and What Doesn't

The use of incentives is a controversial issue. Many companies try and motivate people to behave safely through the use of a variety of programs, prizes, games, gifts, and on and on and on and base their success on safety statistics. We assert that a focus on attitudes, behaviors and rewarding accomplishments, not injury statistics is the key to making safety incentive programs successful. This session will cover our perspective of what works and doesn't regarding this topic.

Translating Safety Performance into Bottom-Line Benefits - Selling Safety to Management and Labor

Selling Safety to Corporate or Site Management (MT/PS) - Often the safety manager, as well as, other labor or management leadership personnel, need to be good salespeople in order to convince management to devote more scarce or competing resources to the safety effort. This safety advocate needs to present his or her program under the business umbrella and not just as a compliance issue. The session will focus on selling safety and the evidence that good safety is good for business.

CONFERENCE PRESENTER:



Michael D. Topf

Michael D. Topf is the Founder, President and CEO of Topf Initiatives. Michael has extensive experience in consulting as well as designing and conducting training courses in Executive Leadership, Management & line Employee Development and other areas of Organizational Effectiveness.

Michael has pioneered a holistic, integrated methodology to assist all levels of employees in creating an organizational culture committed to safety, health and environmental excellence thru developing safe attitudes and behaviors to prevent errors, as well as, accidents, injuries, health and environmental incidents.

Michael has a BS in Biology and Chemistry, as well as, a MA in Applied Psychology and a MA in Theology. He was an Instructor in the Graduate Program in Health and Safety Administration at St. Joseph's University in Philadelphia.