



Best Practices Part I: Industry



Adapted in part from "Maximizing Success in Safety" by Frank E. Bird, Jr.





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Adapted in part from "Maximizing Success in Safety"
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Success

- “Many of us spend our lives searching for success when it is usually so close we can reach out and touch it.” Russell H. Conway
- “If you want to be successful, it’s just this simple;
 - Know what you are doing
 - Love what you are doing
 - And believe in what you are doing
 - It’s just that simple” Will Rogers





Success is the progressive achievement of pre-determined, worthwhile goals



- Directed by adequate preparation
- Stabilized with supportive perspective
- Enhanced through motivation
- And sustained by strong belief

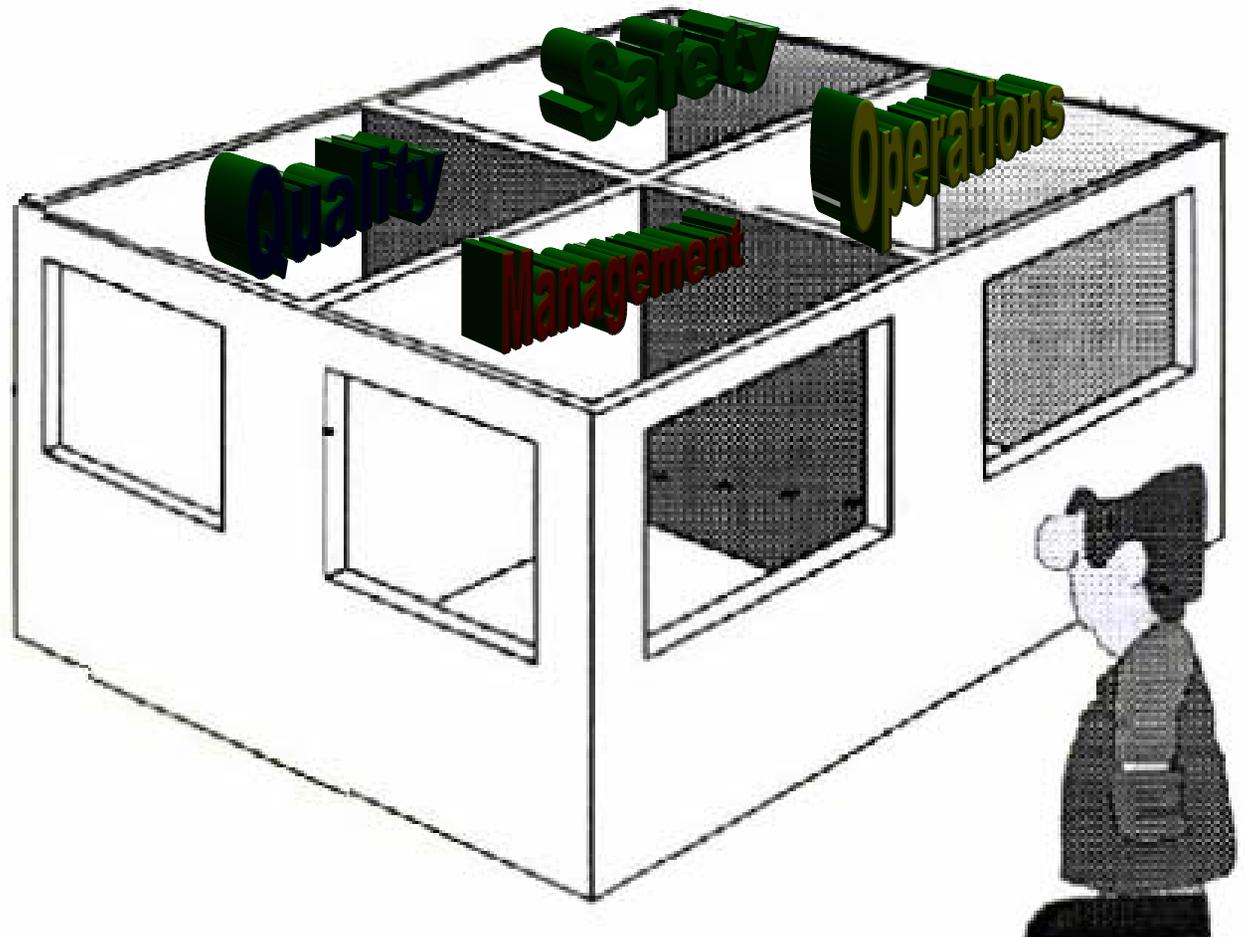


Companies with a world class SHE program persistently strive for excellence in knowledge of Safety and Health Programs.





They don't separate,





They don't separate, they integrate, SHE into other important management activities



“Most systems fail, not because of inherent flaws, but because nobody’s making sure they are linked to all other programs or systems.” Richard C. Grote



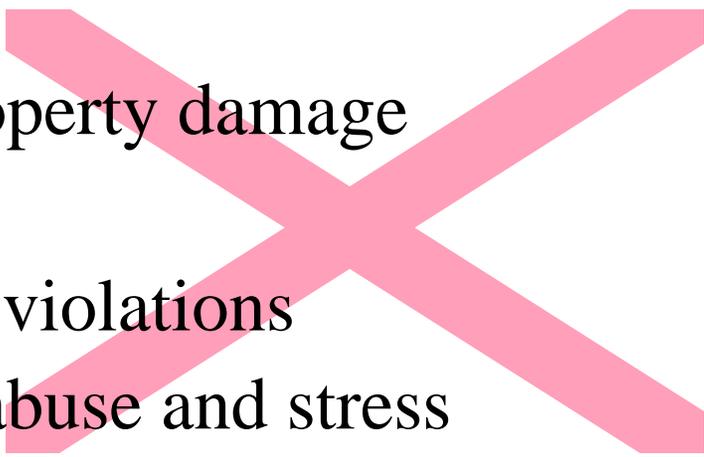
They set the sights of their safety and health program on total accident losses, rather than injury loss.





Accident Related Targets

- On the job injury and illness
- Off the job injury and illness
- Fire
- General property damage
- Liability
- Legislative violations
- Substance abuse and stress
- Absenteeism
- **Management improvements**
- **Mission Protection**





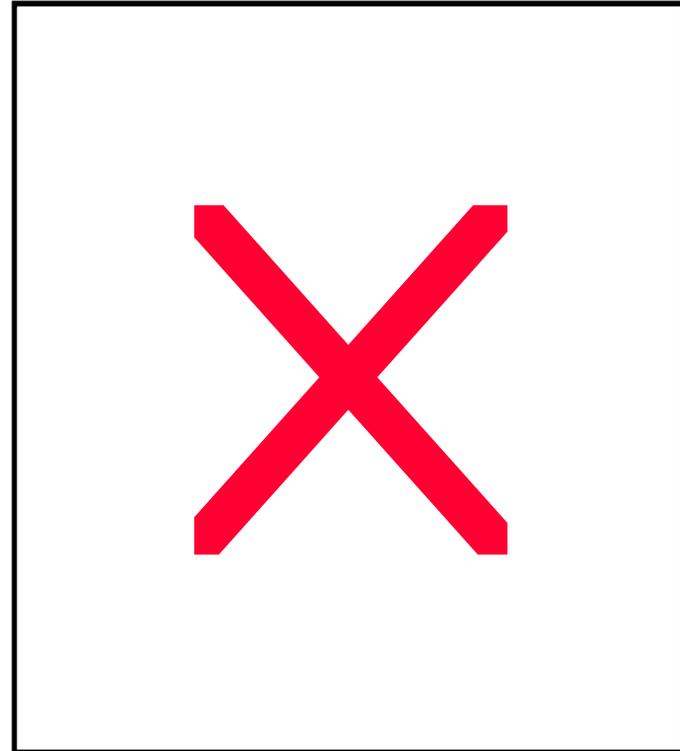
They get the fundamentals of professional management so ingrained in their thought process that their pattern of action becomes an automatic response.

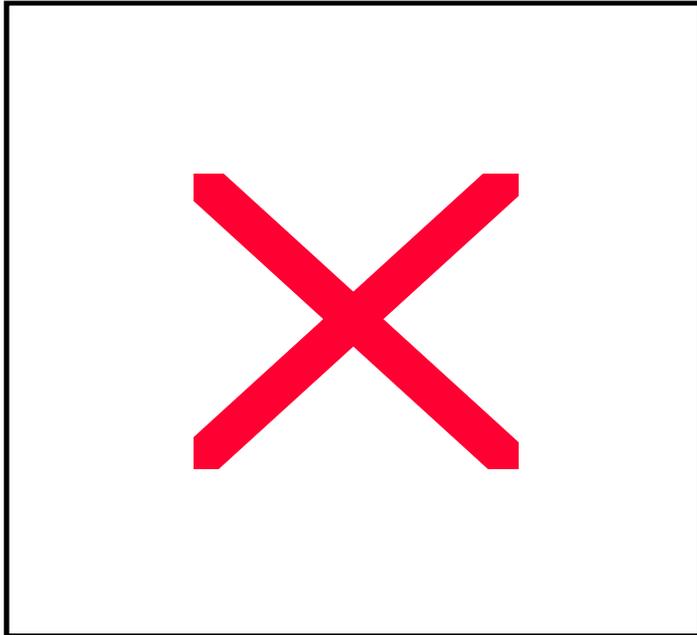


The functions and the characteristics of a professional manager; the activities involved with planning, organizing, leading and controlling. The General principles or Truths Involved with effective management should be so ingrained in our thinking that we live and breathe them.



They require their leadership to stay abreast of new management methods and techniques.





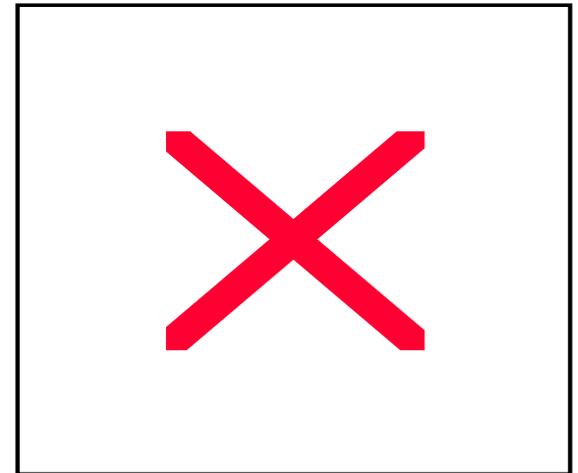
They develop an action plan and virtually guarantee its implementation by creating a strong desire in others to achieve the meaningful goals.

“Obstacles are those frightful things you see when you take your eyes off your goals”.

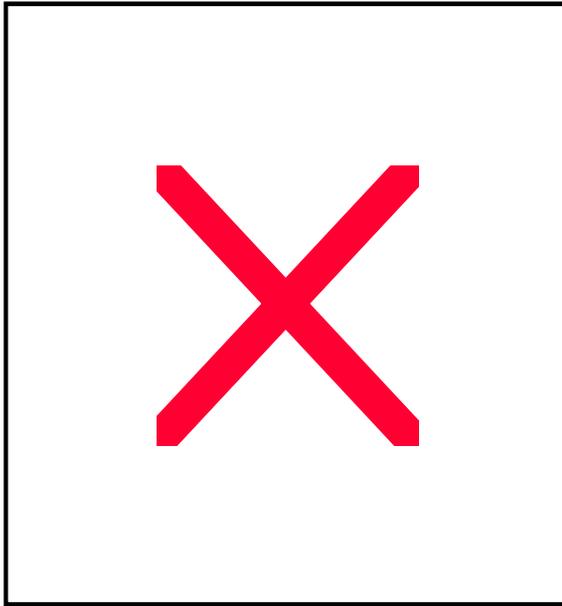
“The man who believes he can do something is probably right, and so is the man who believes he can’t.”



They develop the ability to measure and evaluate performance to the SHE program standards or requirements.



Measurement is as vital to the management of a Safety and Health program as diagnosis is to the physician.

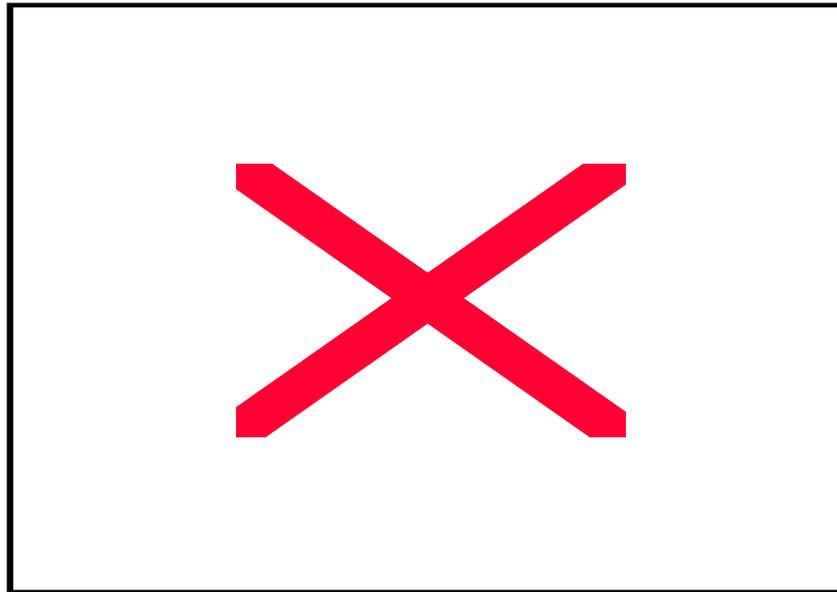


They are zealous in the cultivation of their leaders' ability to persuade and stimulate action.

So critical is this ability that it can frequently spell the difference between acceptance or rejection – success or failure.

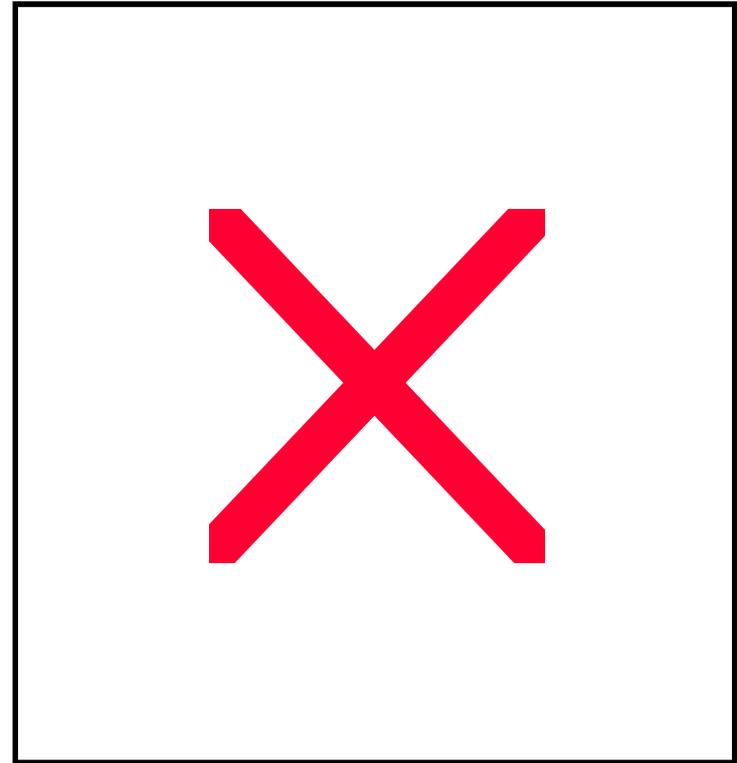


Maximize motivation with positive behavior programming.





Do it again,
and again,
and again,
...and again.





To obtain maximum success, **WORLD CLASS COMPANIES:**

1. Persistently strive for excellence
2. Integrate don't segregate
3. Get the big picture
4. Perfect their management skills
5. Stay abreast of the new
6. Develop a plan – Set goals
7. Sharpen ability to monitor
8. Develop persuasive and stimulating skills
9. Accent the positive – maximize motivation
10. Do it again, and again, and again





Ten applicable Safety Management Goals in major mishap prevention / reduction





Principle of Systematic Action

- The higher the risk, the more systematic the control action should be to achieve required objectives and goals.





Principle of Situation Control

- The higher the risk, the more that effort should be promulgated to build a safety and quality prone environment / situation.





Principle of Stress Control

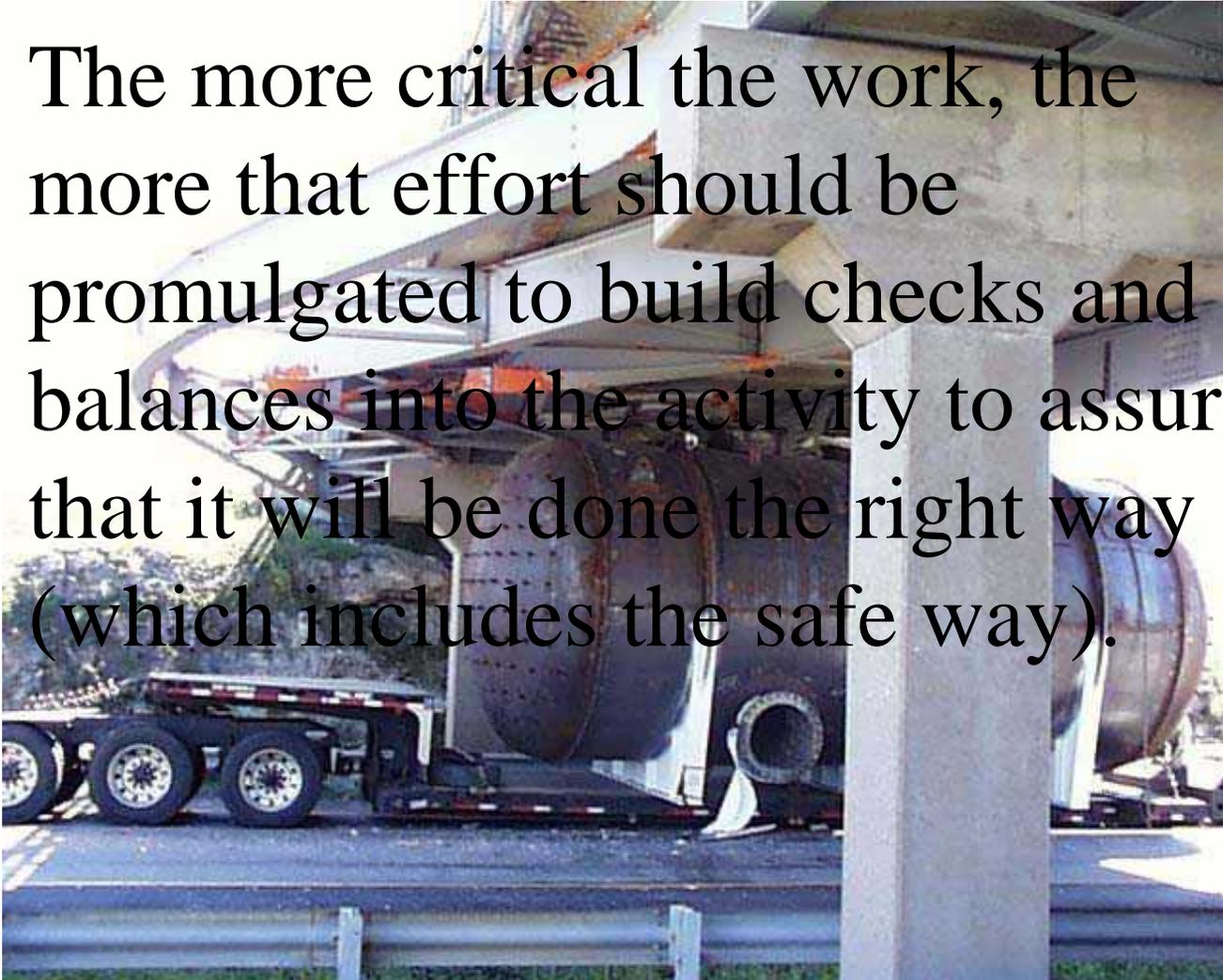
- The more critical the work, the more that effort should be promulgated to recognize, evaluate, and control stress causation problems in the total organizational environment.





Principle of Checks and Balances

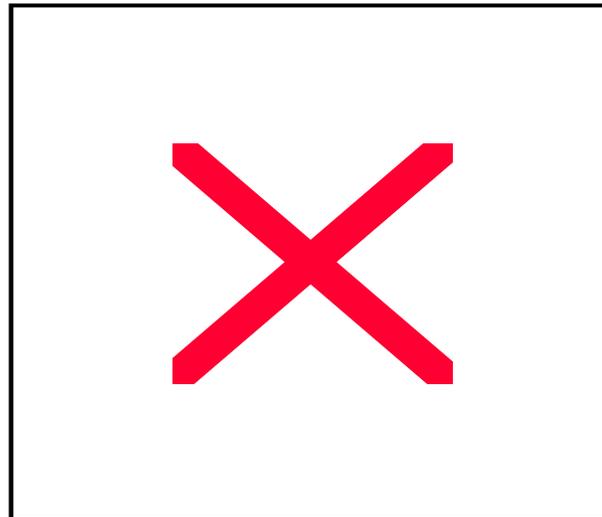
- The more critical the work, the more that effort should be promulgated to build checks and balances into the activity to assure that it will be done the right way (which includes the safe way).





Principle of forcing Mechanisms

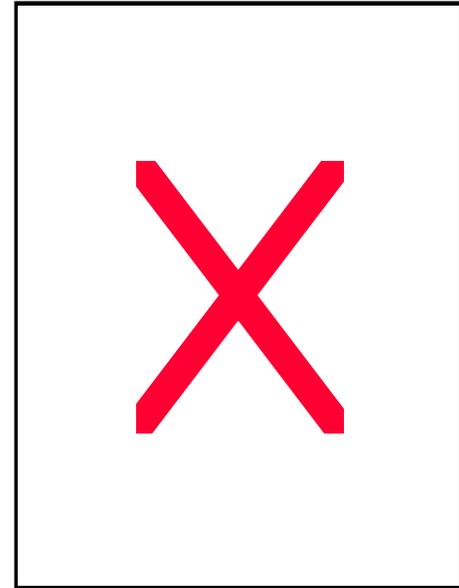
- The more critical the work, the more that effort should be promulgated to develop and apply management techniques, motivational and mechanical devices that provide forcing mechanisms that increase the likelihood of desired behavior and error-free work.





General Program Mission

- To identify and establish controls for all exposures that could result in major catastrophic loss to people, equipment, material or environment.





The Objective of Loss Exposure Identification

- To determine the worst thing that could happen to an organization.





Goal # 1

- Clearly identify program elements/ activities common to successful programs and establish standards / requirements for performance at each organizational level.





Safety and Health Program Activities / Elements

- 1. PLANNING AND LEADERSHIP**
- 2. COMPETENCY, TRAINING AND COMMUNICATION**
- 3. JOB OPERATION ANALYSIS AND CONTROLS**
- 4. CHANGE MANAGEMENT**
- 5. PURCHASING SYSTEMS**
- 6. WORK RULES AND OPERATING PERMITS**
- 7. INSPECTIONS**
- 8. OCCUPATIONAL HEALTH AND HYGIENE SYSTEMS**
- 9. PERSONAL PROTECTIVE EQUIPMENT**
- 10. INCIDENT INVESTIGATION AND ANALYSIS**
- 11. EMERGENCY PREPAREDNESS**
- 12. MEASUREMENT, MONITORING AND AUDITS**
- 13. CORRECTIVE AND PREVENTIVE ACTION SYSTEMS**





Goal # 2

- Establish an objective system for measuring and evaluating work unit and individual conformance with program standards / requirements, commending conformity and constructively correcting deficiency.





Goal # 3

- Identify and motivate application of the specific behavior of each Leader and their leadership team that strengthen personal commitment to loss control and demonstrate it to all personnel.





Goal # 4

- Establish an effective review system to identify and control potential causes of loss at the conception, design, implementation and disposal stages of engineering activities.





Goal # 5

- Identify and apply specific communication and motivation activities which ensure that all employees have and use the required knowledge and skills to do their work “The Right Way.”





Goal # 6

- Systematically identify the critical few jobs/Tasks that have been or could be involved in 80% of the behaviors related to major or catastrophic loss of people, property and/or process; and develop effective procedures and/or practices to guide loss-free performances.





Goal # 7

- Systematically identify and establish an inspection program for the critical few parts / items that if worn, damaged or not operating properly have been or could be involved in 80% of people, property, environment or process loss.





Goal # 8

- Systematically identify all substances and materials that could be involved with major or catastrophic loss if not properly manufactured, stored, transported, distributed, utilized and disposed of.





Goal # 9

- Establish a comprehensive emergency preparedness plan and take action to ensure its effective operation if required.





Goal # 10

- Systematically identify the estimated costs involved with the critical few items of injury, damage and waste that have historically related to 80% of loss, and apply problem-solving actions for prompt profit improvement. This provides the motivation for upper management to give you the commitment to implement a total program that achieves the first nine goals.

