

# LEADERSHIP ACTIONS TO ACHIEVE WORLD-CLASS SAFETY RESULTS

Presented by

Bert Eades



# AGENDA



Business reasons why leaders  
should invest time in safety



Role of leaders in an effective  
safety and health program





# WHY INVEST IN SAFETY?

- Protect employees
- Improve morale and reputation
- Reduce costs
- Limit the risk of a large financial shock
- Establish a culture of accountability



# WHY INVEST IN SAFETY?

Protect employees and  
reduce injuries

- No one wants to see a co-worker get injured
- Employees “want to know you care before they care what you know”





# WHY INVEST IN SAFETY?

Improve morale and reputation

- People don't want to work in an unsafe environment
- A high injury rate will reduce morale, negatively affecting job performance and attrition rate
- It will also damage the company's reputation in the community, making recruiting and hiring more difficult



# WHY INVEST IN SAFETY?

Limit the risk of a large financial shock

- Medical: A severe injury could result in significant direct & indirect costs
- A VOSHA investigation could result in multiple violations that are expensive to correct
- It could also result in fines. Goodyear in Danville paid \$1.75MM in VOSHA penalties after four fatalities in 2015 & 2016

# WHY INVEST IN SAFETY?

## Establish a culture of accountability

- Safety can be used to drive the culture you want in your factory
- We do things the right way and don't take shortcuts
- Extrapolates to quality, procedural compliance, maintenance methods, supervisory behaviors, etc.





# LEADERSHIP

Leaders must drive the safety culture & take ownership for safety.

This responsibility cannot be delegated to the Safety Coordinator, HR, leads or others.





**LEADERSHIP**

# COMMITMENT

The chicken is involved. The pig is committed.

# LEADERSHIP

## Examples of leadership commitment

- Plant Manager attends safety audits & safety team meetings
- Various plant leaders deliver safety training
- Plant Manager attends incident investigations
- *All leaders* must lead by example – Walk the Talk
- Zero tolerance for safety violations
- Supervisors present investigation results to leadership



# ACCIDENT VS. INCIDENT

ALL INJURIES ARE  
PREVENTABLE



# QUESTIONS?