

EFFECTIVE SAFETY LEADERSHIP VPP STYLE

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Objectives

- ▣ What is Leadership
- ▣ Leading by Example
- ▣ Leadership Obstacles
- ▣ Leadership Challenges

Everyone can be a leader
regardless of your position

What is Leadership?

- ▣ It's not something that is done "to" people, it is something done "with" people. By that definition, every person in your safety organization can and must lead.
- ▣ A good leader rallies the troops and gets them all moving in the same direction
- ▣ A leader always seeks balance by soliciting views and even appreciating them when they are opposing. Demonstrating flexibility in an uncertain environment
- ▣ A leader always finds ways to collaborate by seeking partnerships sometimes to strengthen the weaknesses and sometimes to take the existing strengths to the next level.
- ▣ As a leader, you're not doing a good job unless your employees can do a good impression of you when you're not around.

Caterpillar Story

Processionary caterpillars are an unusual species. They travel one after the other, head to tail in their search for food. It is because of this behavior that Jean Henri Fabre, the French entomologist, conducted an experiment. He placed processionary caterpillars around the rim of a teacup one after the other in a circle. In the tea cup he placed their favorite foods, inches from their current location.

Through instinct and the strength of habit, the ring of caterpillars circled the teacup for seven days, until they died from exhaustion and starvation. They died with the food they were searching for just inches away. Because of their nature and this arrangement they all assumed someone else was leading.

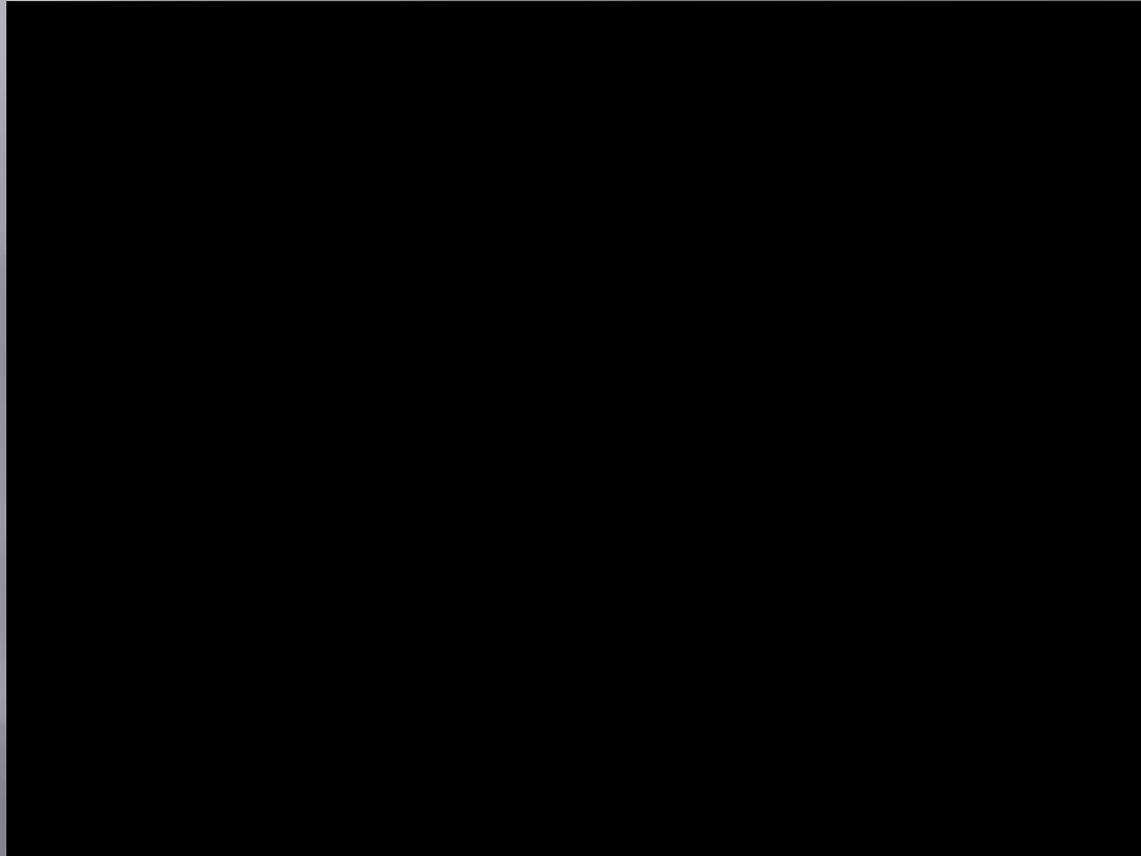
While we as humans are more insightful, complex and intelligent, our behavior, sadly, often mimics that of the processionary caterpillar.

We follow our leaders and habits blindly, without questioning if our direction will get us where we want to go. If we are leading we often rely too much on instinct and habit. Perhaps worse, if we aren't the assigned leader don't think at all, assuming those who are leading are doing it well. Perhaps they are. Or perhaps you are collectively lining your own teacup.

Following blindly is dangerous enough for us as individuals, but can be even more devastating for us as leaders. As leaders we are asked to lead people to a desired future. It is rightly expected of us to do that with good information and a reasoned approach.



Coast Guard Video



Difference Between Leadership and Management

When Noah heard the weather forecast, he said
“Build an Ark”

That’s Leadership!

When Noah got on the Ark, he said “Don’t let the
elephants see what the rabbits are doing!

That’s Management!

Gut Feeling



VPP Leading by Example

- ▣ Be professional in everything you do
 - Your example and integrity builds good faith, trust and confidence in those around you
- ▣ Follow safety rules
 - If you say “be safe” and act in ways that do not ensure safety it sends out conflicting messages.
- ▣ Play an active role
 - Leader demonstrate safety when words and deeds match
- ▣ Help out when needed
 - Are willing to be a follower and take directions

Obstacles to Effective VPP Leadership

Obstacles to Avoid:

- ✓ Demanding respect
- ✓ Using power as a threat
- ✓ Refusing to listen when challenged
- ▣ Lack of accountability
- ▣ Poor Communication
- ▣ Lack of clarity
- ▣ Lack of Participation
- ▣ “Us vs Them” attitude
- ▣ All talk and no action
- ▣ Safety as a priority is never demonstrated just talked about.

Top Ten Sayings of Ineffective Safety Leaders

10. We don't do it that way around here!
9. I don't care what they told you in that training class, this is the real world.
8. Drop what you are doing and get this to me ASAP!
7. Don't worry about WHY, just do it!
6. Don't let me influence your decisions, but here's my opinion.
5. I want you to take risks, but remember our motto:
"Do it right the first time!"
4. You're planning to work this weekend, aren't you?
3. You oughta, wanta do this.
2. We need teamwork. By the way,
I'll be doing your individual rankings this week.
1. If and when I want your opinion, I'll give it to you.

HARSCO SCAFFOLDING VIDEO

Great Leaders can inspire
others.....

The wrong way or the right
way?



AMBITION

THE JOURNEY OF A THOUSAND MILES SOMETIMES ENDS VERY, VERY BADLY.

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BLAME

THE SECRET TO SUCCESS IS KNOWING WHO TO BLAME FOR YOUR FAILURES.

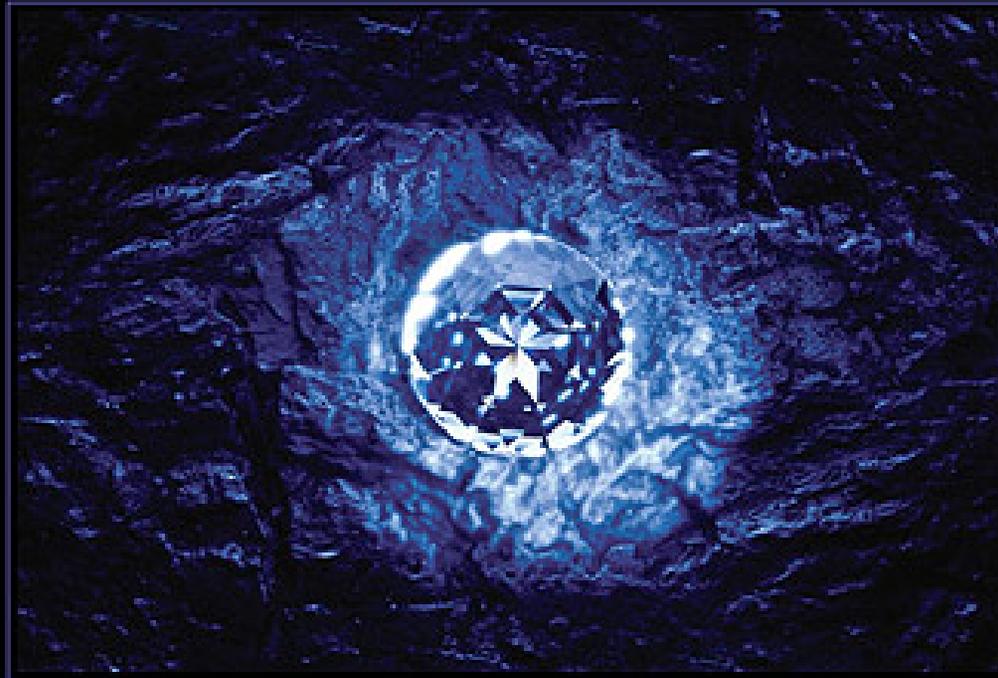
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HAZARDS

THERE IS AN ISLAND OF OPPORTUNITY IN THE MIDDLE OF EVERY DIFFICULTY.
MISS THAT, THOUGH, AND YOU'RE PRETTY MUCH DOOMED.

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PRESSURE

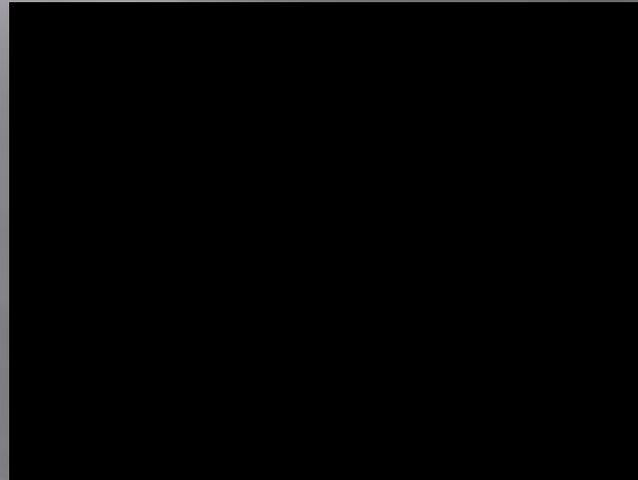
IT CAN TURN A LUMP OF COAL INTO A FLAWLESS DIAMOND-
OR AN AVERAGE PERSON INTO A PERFECT BASKETCASE.

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The Right Way

Crimson Tide Video





Fill in the blank



We are all LEADERS regardless of
our position!

VPP Leadership Challenges

- ▣ Keep the safety momentum going
 - You must be willing to commit to support ideas long enough for them to impact your safety culture
- ▣ Think proactive and long term
 - Being able to think outside the box and being able to communicate and demonstrate ideas constantly and consistently
- ▣ Emphasize vision and values
 - Very important that a good leader keeps the vision and values in the fore front of the organization
- ▣ Seek to continuously improve your health and safety processes and structure
 - Bigger does not always mean better
 - Think leaner and sleek

Independence Day Video

Ducks or Eagles

Ken Blanchard talks about empowerment and leadership in terms of ducks and eagles....

Great leadership produces eagles because they can soar above everyone else.

Bad leadership produces ducks because they only “quack” what they are told.



Are those around you  quacking.....?!



Or Soaring?

Thank You

Questions?

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