

NATIONAL SAFETY MONTH



JUNE 2020

Signal Administration: Building a Safety Culture



Are you ready to build your Safety Culture? If building a safety culture is your goal, then it is time to re-think your plan.

Why? Because, every Member Company already has a culture that is finely woven throughout each organization. Walk out into your facility today, watch the activities, engage in a conversation with a number of your employees. Did you find some of your equipment in need of repair? Did you observe employees who appeared to lack all of the PPE to adequately protect them from harm? Are accessways and work areas in need of additional housekeeping?

Are projects slipping off schedule? What you saw and heard was your company's culture, and the time you spent out in the facility was your snapshot of that culture in action.

To improve safety, you must improve your Company's culture. You are not creating a Safety Culture, but rather evolving and improving the culture that exists within your operations. Embedding safety within your operational culture takes just three things: Commitment, Consistency and Engagement.

It is company leadership that sets the level of commitment to culture. When the 'commitment bar' is set and employees at all levels clearly understand their expectations, change will begin. The responsibility for setting the standard and leading this commitment cannot be delegated to the safety or production department, the senior leadership must be accountable.

When field procedures deviate and become normalized at the front line, it is due to inconsistency in holding the standard. Change occurs when attitudes, beliefs, and behaviors rise to fulfill the expectations and are applied and followed consistently. When this occurs, you can see a Culture of Safety. A Member recently described this visible, active, and company-wide culture as:

"Culture is what happens when no one is looking."

While a culture of safety is driven from the top, to make it truly "who you are as a company" regular and meaningful engagement is key. Leaders must be visible in the operations, they must engage with the workers, promoting safe operations and the company's commitment to it.

Re-set your commitment bar and watch your company's Culture of Safety reach new heights.



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Located in the Pacific Northwest, Doug is responsible for understanding and assisting of Signal Mutual Members in improving their company's safety management system, advancing employee engagement, and working to reduce hazards resulting in fewer injuries. Doug has been in the safety field for over 30 years and holds his B.S. in Construction Engineering. Additionally, Doug is a registered Professional Engineer and a Certified Safety Professional.

