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Open Letter to CEOs and Their Management Teams about Safety Excellence Part 1

Article by Alan Quilley CRSP

Here are the Top 10 Commitments you can actually DO! BE the change you want...here's how you do it:

1) Make safety look more like your business and less like a “program.”

Safety is HOW we do our work. It's NOT a program, it's not a special set of activities any more than efficiency is a program. Challenge the people that work in your organization to create safe, efficient and effective production of your goods and services. Then resource their efforts.

2) You're paid to get results, not prevent things.

STOP preventing accidents and start creating safety (See Point #1)! You're in the business of adding value to your stakeholders and shareholders. You're not in the C Suite to Prevent Loss!

3) Zero isn't a valid Safety Goal - It's not about safety at all!

Not sure how or when it happened but this ZERO chant has to stop. A company can have ZERO injuries and do absolutely nothing. There's a problem with celebrating a goal that can happen just by chance! Set SAFETY goals (doing things that create safety) and lose the non-injury goals. The people who work for your company can be working in very unsafe ways. If they don't get caught by an injury they may believe that you still want them to work that way.

Don't ask about injuries that didn't happen, ask questions about what your corporation is doing to create Safety. Measure those things and you'll get better at safety.

4) The few can't control the many.

The idea that supervisors are in control of safety and can do all of the safety work is insane. Engage your workers in creating safe work. Give them the time and resources to become your safety leaders!

5) What you show interest in is what is important.

Show your sincere interest in how your company is working safely. Get out of your office and ask a lot of questions about safety. Every time you ask about efficiency and effectiveness, add the work “SAFELY.” For example: “How long is it going to take to SAFELY complete that portion of the

project?” Another example is “How much will it cost for us to SAFELY get that part of the project done?” Adding the word SAFELY to your assignments is powerful. Then as a follow-up, when they tell you it’s done... ask them how they ensured it was done safely?

6) Think about START, STOP, CONTINUE.

Want a goal better than Zero Injuries? Ask your people to create activities around STOP, START, CONTINUE. Ask them what they are going to STOP doing to make their work safer. What can they START doing that they are not now doing that could make their work safer? Finally have them identify what they are doing now that is making their work safe and how are they ensuring that they are doing work that way every time they do it.

7) Lead don’t follow.

Leaders inspire. If you want your corporation to be safety excellent, you need to create that challenge, resource the efforts and measure A LOT. Giving everyone (including yourselves) safety activities to do and make those responsibilities nested in job descriptions and performance evaluations will do much more than ZERO injuries chants (See Point #3).

8) Create Safety Excellence WITH your employees and contractors.

As a management team you need to get out of your offices and sit with your people and ask them what YOU can do to help them create safety in their work. Train them (and attend the training yourselves) how to create safety. Show them your interest by your actions... words are cheap... actions show REAL commitment!

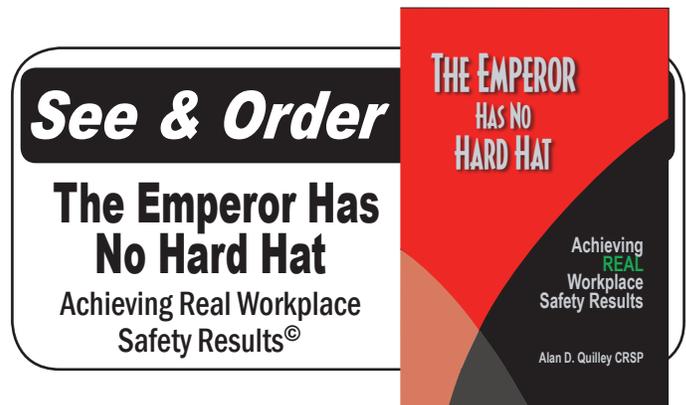
9) STOP just being “Committed to Safety” and actually DO SOMETHING.

See Point #8. Make a commitment as a management team to do a list of activities in the coming year that demonstrates that your team has “skin in the game” of creating safety excellence. Then tell your Board of Directors that you have made completion of those activities part of your “at risk pay” performance evaluation. If you don’t do the work, you don’t get the bonus!

10) Trust your Supervisors & Employees to be Safety Leaders.

This is the most important of all. Your people are more than capable to create safety excellence in their work. You trust that they will give your production of goods and service... make it a condition of your measurement of GREAT outcomes that they demonstrate that they are doing that work safely. Lack of injury does NOT do that. Actually working safely is the only measure of safety excellence.

I hope this has helped you focus on what you and your senior management team can do to create safety excellence in your corporation. Don’t hesitate, do it now! Your corporation will be much safer than it is now if you do.



CRSP EXAMINATION PREPARATION WORKSHOPS 2017

Sherwood Park	September 22 - 24, 2017
Sherwood Park	November 3 - 5, 2017
Sherwood Park	November 24 - 26, 2017
Calgary	January 10 - 12, 2018
Sherwood Park	January 19 - 21, 2018
Sherwood Park	April 13 - 15, 2018
Calgary	April 18 - 20, 2018

Due changes being implemented by the BCRSP July 2018, we have received a number of requests to add additional dates for our Workshops. We are pleased to offer this enhanced schedule.

Our intense 3 day CRSP Examination Preparation Workshop fee in 2017 is \$949.00 + GST, and \$999.00 + GST in 2018. Safety Results Ltd. wants you to be successful in becoming a CRSP. Here's why we think we can help and why it's important to research fully when you are comparing CRSP Examination Preparation Workshop providers!

Our Workshop includes the following:

- Material updated to the current BCRSP Blueprint
- Our Manual and Workbook (\$600.00 value)
- Our CRSP Exam Prep Multiple Choice/Quick Answer FlashCards (\$105.00 value)
- Our Handbook which contains additional practice questions and answers (Handbook is available *only* to participants at the workshop)
- Material is contained in a coveted Safety Results canvas attaché bag which includes pen, highlighter, calculator, notebook for notes and Post-its.
- Lunches and refreshment breaks
- Special offer – We are the *only* workshop provider that has a special offer for participants of our Workshop: If you write the CRSPEX and are unsuccessful, you may attend another sponsored Safety Results Ltd. CRSP Examination Preparation Workshop for a nominal fee. The workshop must be taken within one year of your first workshop with us and further conditions apply - please check with us for more details. If you see other providers with this same offer, it will be because we did it first.

What makes us different? No boring lectures here! Our dynamic instructor engages participants, truly demonstrating that you can enjoy learning. Our course format is often imitated but never surpassed. Don't be fooled by cheaper imitations of our workshop process and content. Safety Results Workshops are the gold standard of preparation workshops!

When broken down, the value added features of our Workshops cannot be beat. For more details and to register, please visit our [CRSP Workshops](#) page. *Please note that if you have registered for a workshop, but not paid for your spot, we are not holding a seat for you.*

And remember that if you are unable to attend one of our Workshops, you can purchase the very same Manual, Workbook, Multiple Choice/Quick Answer and Long Answer FlashCards that our students receive in our Workshops. Visit our [CRSP Exam Prep Materials](#) page for more details!