HOW TO BUILD A SAFETY-FIRST CULTURE

"For safety is not a gadget, but a state of mind." -- Eleanor Everet

What does a safety-first culture look like within an organization? And how can it be best achieved in your workplace?

Safety-first company culture is based on the idea that the company values human life above all else and that people are committed to taking the time to take care of themselves and those around them to prevent safety incidents.

In this month's InfoPays, we go over four steps that you can introduce in your workplace to create or improve a safety-first culture in your organization.

1. CREATE A PLAN FOR CHANGE

Assessing the reality of where your company's safety culture is presently is the first step. Getting an insight into attitudes, mindsets, and habits through various research techniques like focus groups and surveys is an excellent place to start. This will help you set an attainable, straightforward, and measurable goal.

2. ENLIST LEADERSHIP SUPPORT

Starting a safety-first culture usually requires a top-down approach, where leaders are fully committed to the cause and champion it from the top. Whether it is through strategically delivered digital communication or weekly training goals, the goal is to ensure a uniform mindset throughout the company. At any level and, most notably, by the front-line workers often dealing with potential hazards., workers need to have a personal buy-in to a culture centered around safety.

3. PROVIDE TARGETED TRAINING

Beyond the traditional safety training, which is a mere set of instructions on how to use equipment, you need to provide a mindset shift to help employees feel personally invested in safety culture. This means that employees become stewards in their role as safety-minded, proactively involved members who are taking opportunities to practice, address, and improve safety.

4. PROVIDE REINFORCEMENT

Reinforcing the essential pieces of safety via easily digestible information is very important. Ensure these important bits are communicated with clarity and brevity to prevent information overload so that the safety-critical elements are cemented into workers' memory. This will ensure that the mandated safety practices are easy to implement in their workdays, making them second nature and how things are done.

HOW TO RUN EFFECTIVE MEETINGS

"Meetings should have as few people as possible, but all the right people" -- Charles W. Scharf

Having too many meetings with weak outputs is common in today's workplaces filled with over-busy, overbooked calendars. People often ask themselves: why am I even here attending this meeting?

There are, however, secrets to running productive and effective meetings. We are sharing the below 6 steps as a great place to start if you want to improve the meetings with your team:

1. Define the purpose of the meeting.

What is the goal of the meeting? Is it to announce a new change in your billing process? Is it perhaps to reveal a significant deal to the team? Are you dealing with a challenge in your accounting process, and are you seeking insight from qualified staff? Whatever the purpose is, ensure that you have a defined plan instead of a vague idea.

2. Develop a plan for the meeting.

Have a list of things to cover during the meeting -- nothing worse than omitting relevant information and missing out on focused attention.

3. Select the participants.

Do some attendees seem disengaged? Are they contributing their thoughts or sitting quietly? Perhaps they do not need to be there. Be respectful of your and your employees' time by organizing the meeting around those who can provide insight.

4. Determine the length of the session.

Four-hour-long meetings have a counter effect. People become disengaged and perhaps even confused about the path forward. Keeping things concise and clear is essential to ensuring everyone's headspace is where it needs to be.

5. Create concrete follow-up steps and action items.

What needs to happen after the meeting is closed off? Action items are the best way to ensure people take accountability and move forward with the proposed plan.

6. Curb any technology distractions.

People playing on their phones or taking calls and disrupting the meeting does not serve anybody. Meetings should be a tech-free zone if you want them to be productive.

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