



Human Resources Professionals – Leveraging the Hidden Gems in Safety Management



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Overview

- Introduction
- Historical View
- Perspectives
- The “ART”
- Four Categories and
- 12 “Real Role Gems”
- Takeaways
- Q&A



Introduction – The Connection is There



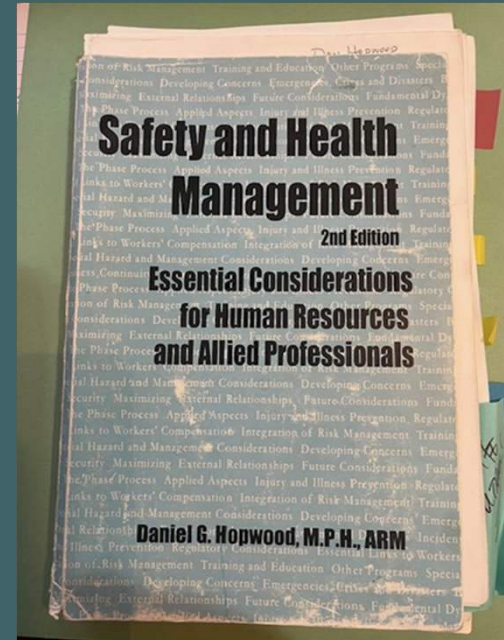
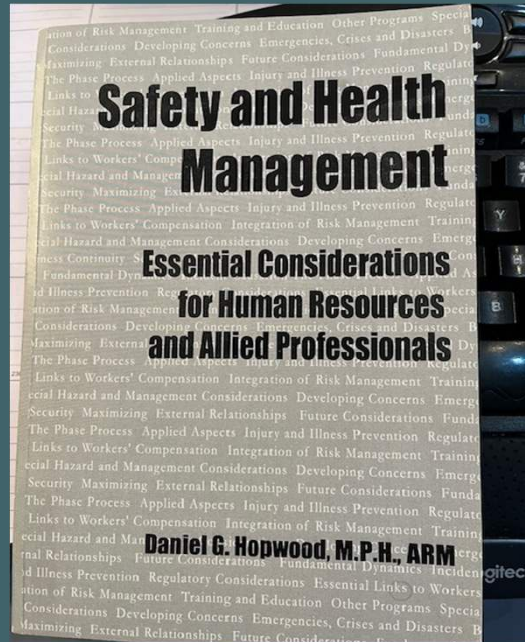


Introduction – The Connection is There (or out there somewhere...)



(Fairly) Recent literature

- The role of HR, policies and impact on safety culture
- HR role in psychological safety and helping employees feel safe
- The role HR plays in training effectiveness
- Assisting in Supervisor(y) development
- HR role in shaping organizational safety norms
- HR Role in developing and maintaining a strong safety climate
- Strategic HR strategies that create and enhance employee commitment to safety



Dan's History



Important Perspectives

- Life is about perspective and how you look at something...ultimately you have to zoom out.

-Whitney Wolfe Herd

Perspectives

- How the safety profession sees Human Resources
- How an individual HR professional sees their role relative to what we do
- How the HR “industry” sees their role regarding safety professionals

➡ Business ally?

➡ Adjunct?

➡ Collateral duty?

All of these?

Perspectives

- What does SHRM say about HR and safety?

“The human resource professional is becoming increasingly responsible for workplace safety and security matters such as safety program development, OSH Act compliance, policies and procedures for protecting trade secrets, the risk of violence in the workplace and general workplace access. HR professionals should at least understand basic information, concepts and techniques involved in workplace safety and security.”

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Perspectives

- What does SHRM say about HR and safety?
 - Workplace safety
 - Security
 - Legal framework
 - Careers
 - Practices
 - Metrics
 - BCP
 - Risk management
 - You get the picture!

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Perspectives

- Other perspectives?
 - Total employee health
 - Crisis management
 - Assist with communication strategies
 - Working with business partners (e.g. insurance companies)
 - Assist with special needs
 - Help overcome communication and cultural barriers



The “ART”

The true work of art is but a shadow of perfection.

- Michelangelo

For success, the Safety and HR functions need “ART” to mine the “hidden gems”

- ➔ Alignment
- ➔ Relationships
- ➔ Timing






The ART: Found in 12
Real Role Descriptions,
aka “Mining the Gems”

Four essential
categories of **ART:**

Where the Gems
reside

- 
1. Setting the Tone
 2. Program and Policy Contributions
 3. The People Connection
 4. The Deeper Dive



#1. Setting The Tone

- Advocate, "Voice" & be a role model
- Talent acquisition
- Contributions to the ROI dialogue
- Maintenance and assurance of safety's relevance

May have to sit down and ask, when and how



#2. Program and Policy Contributions

- Assisting in program development and policies
- Helping to develop performance standards with safety embedded
- Contribute to setting reasonable and measurable goals & objectives
- Participating in audits of safety performance
- Note the "...ings"



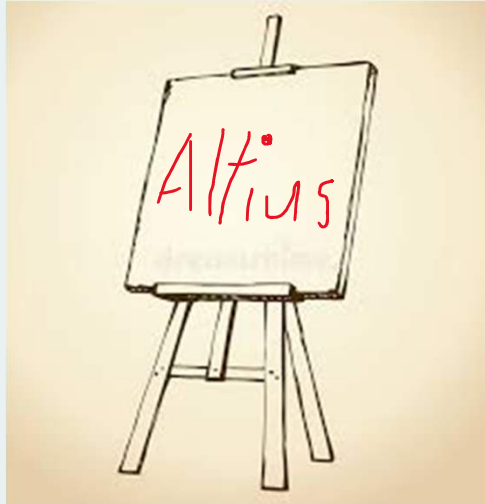


#3. The People Connection

The secret of getting ahead is getting started.

-Mark Twain

- Efficient and effective discipline
- Being a motivator and motivational
- Assuring incident investigations yield beneficial results



#4. The Deeper Dive

- Understanding the value and relevance of related considerations such as emergency response, crisis management and business continuity planning
- Tracks with SHRM's view
- Other? Insurance acquisition, risk management functions and claims management/RTW, training...
- ...the list goes on (add some)



Concluding Thoughts

Concluding thoughts:

- What can you do?
- What should you do?
- Can you leverage HR?
- What categories of ART can you use?
- What dialogue should you have with HR; what should change?
- Gems you can adopt/assist with?



□ Takeaways

- Encourage
- Engage
- Influence

The key to successful leadership today is influence, not authority.

- Ken Blanchard



Q&A

MY FAVES

| | | | |
|-----------------------|--------------------|---------------------|------------------------|
| January Garnet | February Violet | March Aquamarine | April Clear |
| May Emerald | June Lavender | July Ruby | August Peridot |
| September Sapphire | October Pink | November Topaz | December Blue Topaz |

Thank
you!

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