

OVERCOMING HURDLES IN SAFETY LEADERSHIP: THE “E’S” HAVE IT

Dan Hopwood, MPH, CSP, SMP, ARM, FASSP
(Long time ASSP guy...)

AGENDA

- Frame of reference - we all think differently
- Basic objectives
- Discuss some hurdles
- The "E'S" and their categories, importance and connectivity
- Wrap up
- Sorry, no snakes today

FRAME OF REFERENCE - WE ALL THINK DIFFERENTLY AS LEADERS

- Some see as an attribute of leadership...
- ...*words*
- ...*processes*
- ...*images*
- ...some see *opportunities*
- Some see *hurdles*...let's concentrate on the first three for a minute





FRAME OF REFERENCE - WORDS AND PROCESS

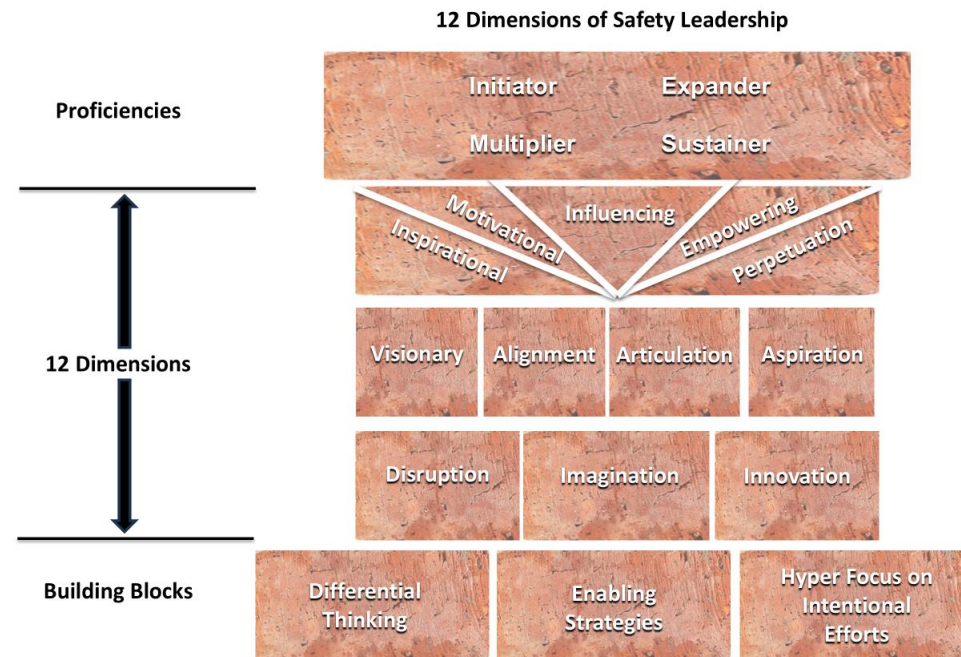
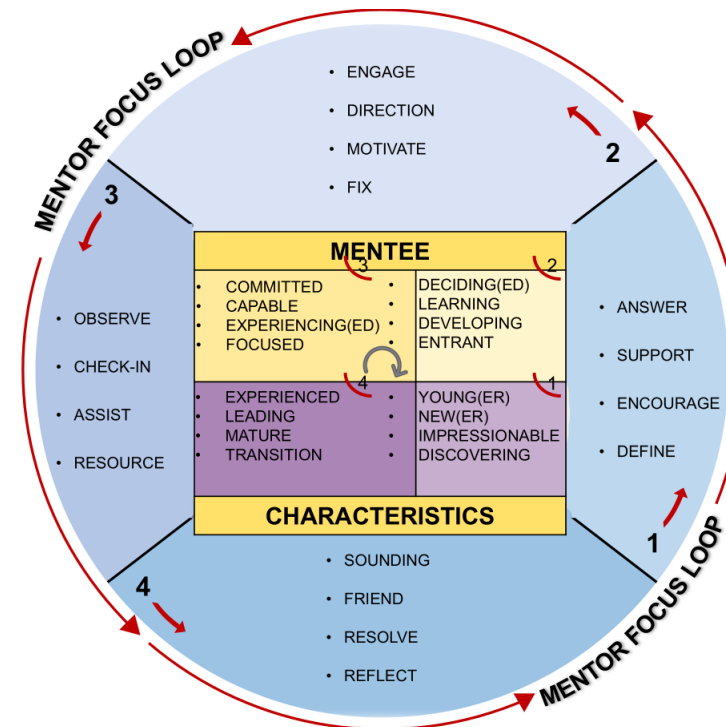


Figure 5



FRAME OF REFERENCE - PROCESSES

Mentorship in Professional Safety

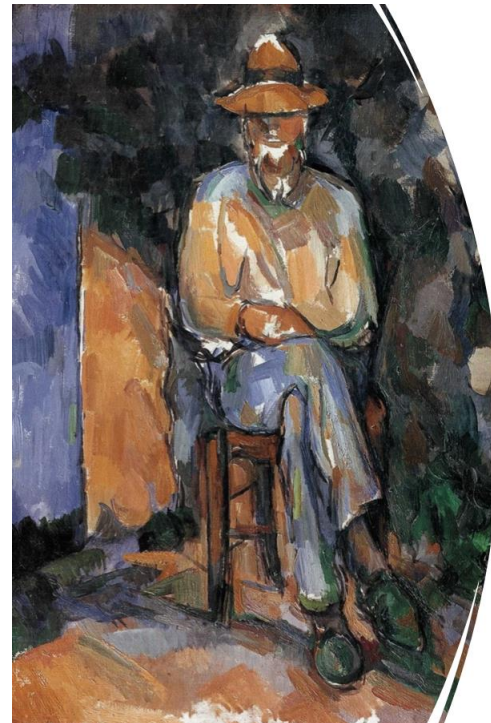


A Mentee : Mentor Phase Model

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FRAME OF REFERENCE - IMAGE

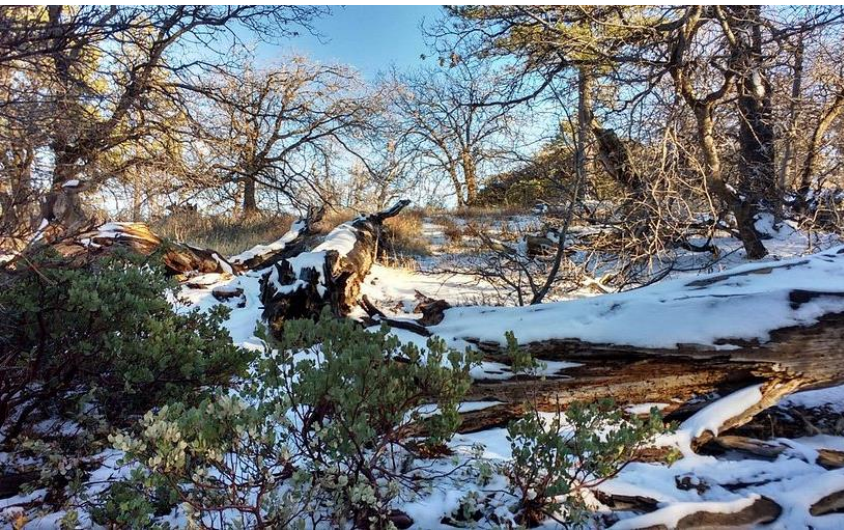


Can we describe *formalism* in the professional practice of safety and health?

Sure, we can – what do you see?

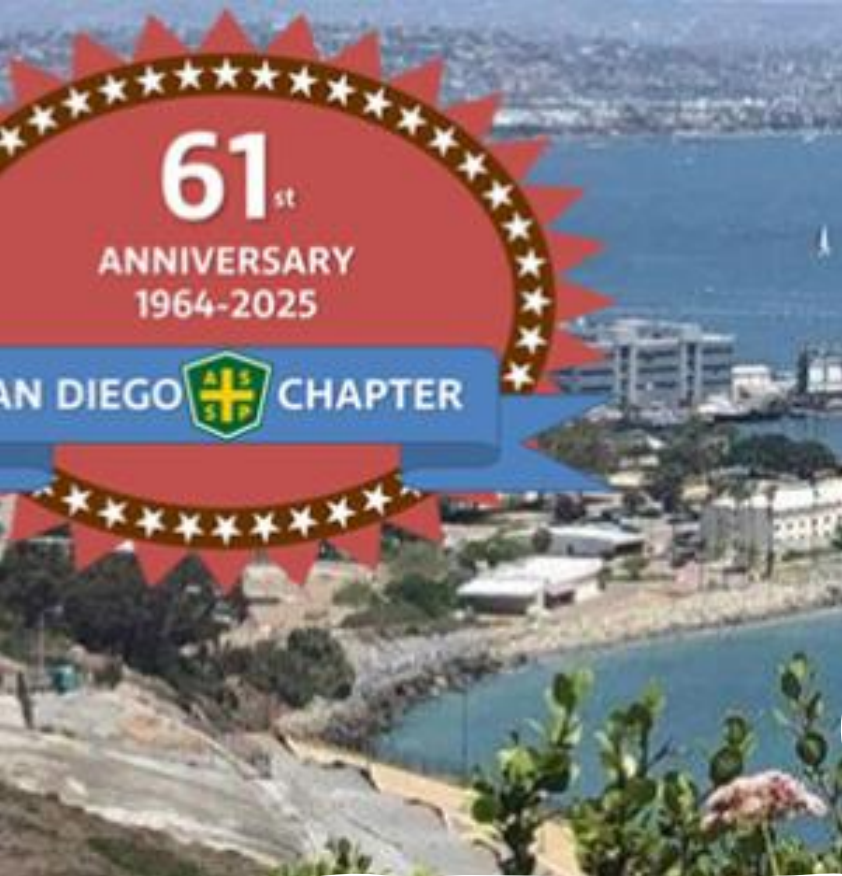
Paul Cezanne, 1906- Source: Tate

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FRAME OF REFERENCE - REPRESENTATION/IMAGE





FRAME OF REFERENCE - IMAGE





FRAME OF REFERENCE - OPPORTUNITIES (IT'S OUR JOB)



BUT WHAT ARE SOME OF THE HURDLES?

- Change
- Emerging issues
- Technology
- Time
- Organizational dynamics (all on same platform?? Differing goals?)
- Workforce dynamics – age, language & culture, (ASSP)
workforce fluidity



FRAME OF REFERENCE - BUT WHAT ARE SOME OF THE HURDLES?

- Globalization
- Data
- Regulations
- Resilience
- Others...?



THAT BEING THE CASE...

Let's discuss some "E's" & their relationship to overcoming
hurdles in safety leadership



FIRST - DISTINGUISH MANAGEMENT FROM LEADERSHIP

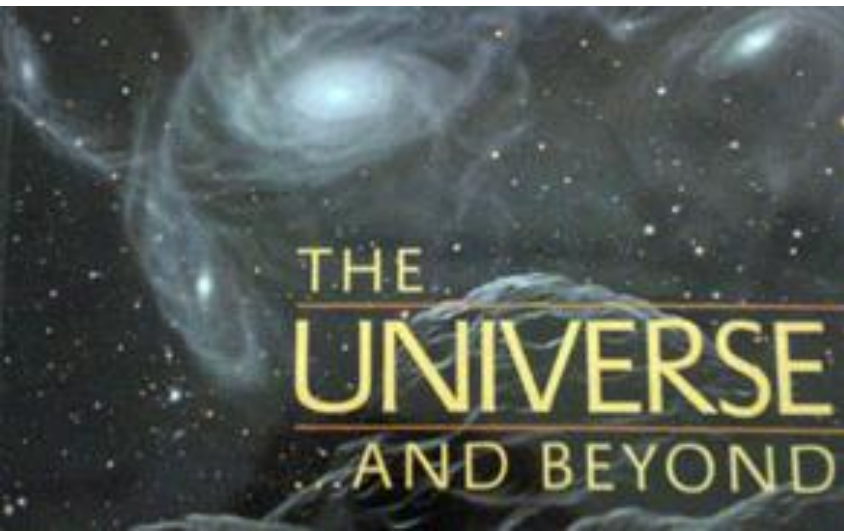
Don't confuse them:

- **Management** - tactical: about doing and getting things done - planning, organizing, controlling

"Management produces order and consistency." Peter Northouse


- **Leadership** - strategic: about vision, influence, moving together toward a goal

"Leadership is the capacity to translate vision into reality." W. Edwards Demings

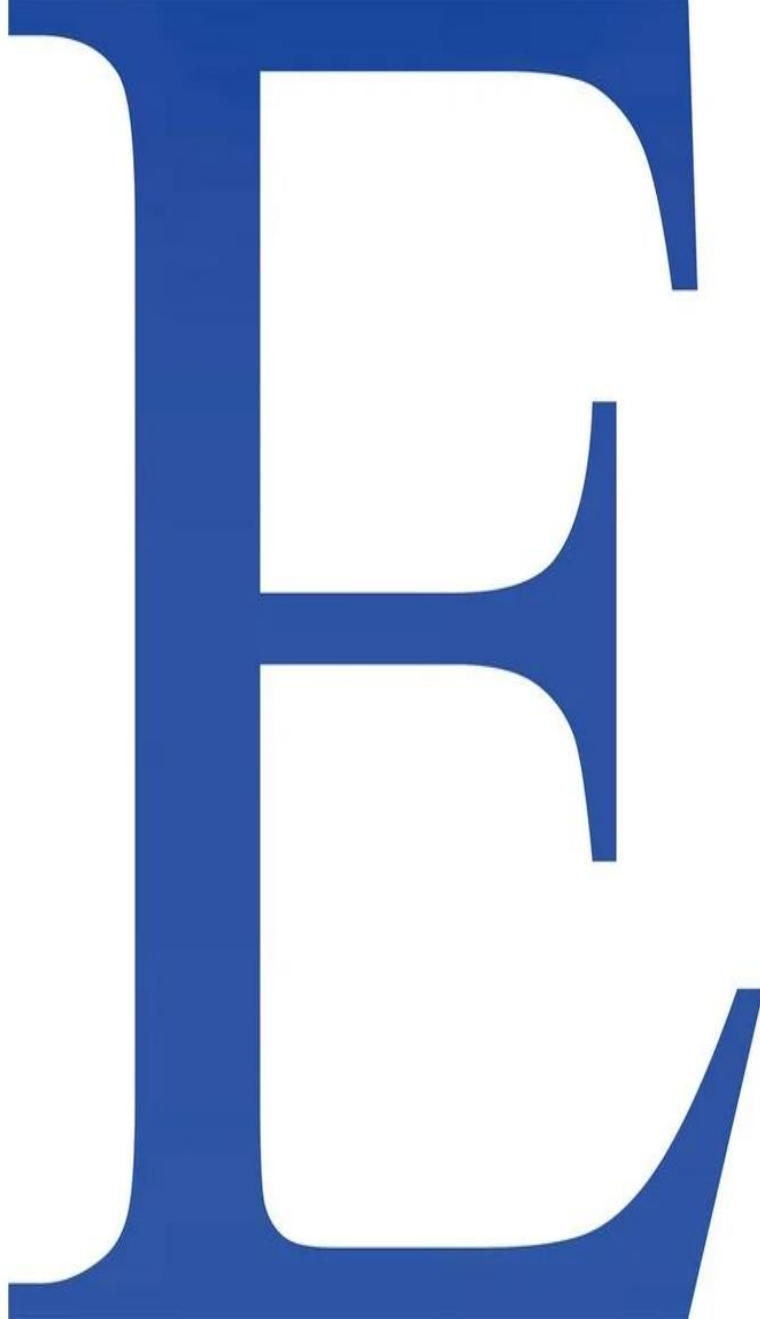




FIRST - TRANSFORMATIONAL LEADERSHIP (GETTING OVER HURDLES)

- Visionary beyond status quo
- Can embed what the organization needs and what is motivational to those being led
- Engaging
- Confident
- Value employees and their need for growth
- Architects of "something"
- Creative
- Current |  Future state

VISIONARY



DISTINGUISH THE E'S

3 categories of E's:

- You
- Those that report to you or you work with - those that you *lead*, and
- Process E's



AS WE REVIEW THE “E’S”- WE CAN I.D. THE LEADERSHIP ELEMENT

- Leadership elements in the E's:
 - **Shared vision** – point yourself and others in the same direction
 - **Influence** – those at all levels to help attain the vision
 - **Sustain** – activities that perpetuate the E's and their leadership relevance

THAT BEING THE CASE...

The You "E's"

"E" SEQUENCE- YOU

Education:

Emotional (I):

Energy:

Effort:

Engagement:

THAT BEING THE CASE

Those who report to you or you work with "E's"

THE “E” SEQUENCE— OTHERS

Education:

Enrich:

Empower:

Elevate:

Evaluate (and alter):

THAT BEING THE CASE...

The Process "E's" (should and be...)

THE “E” SEQUENCE – PROCESS

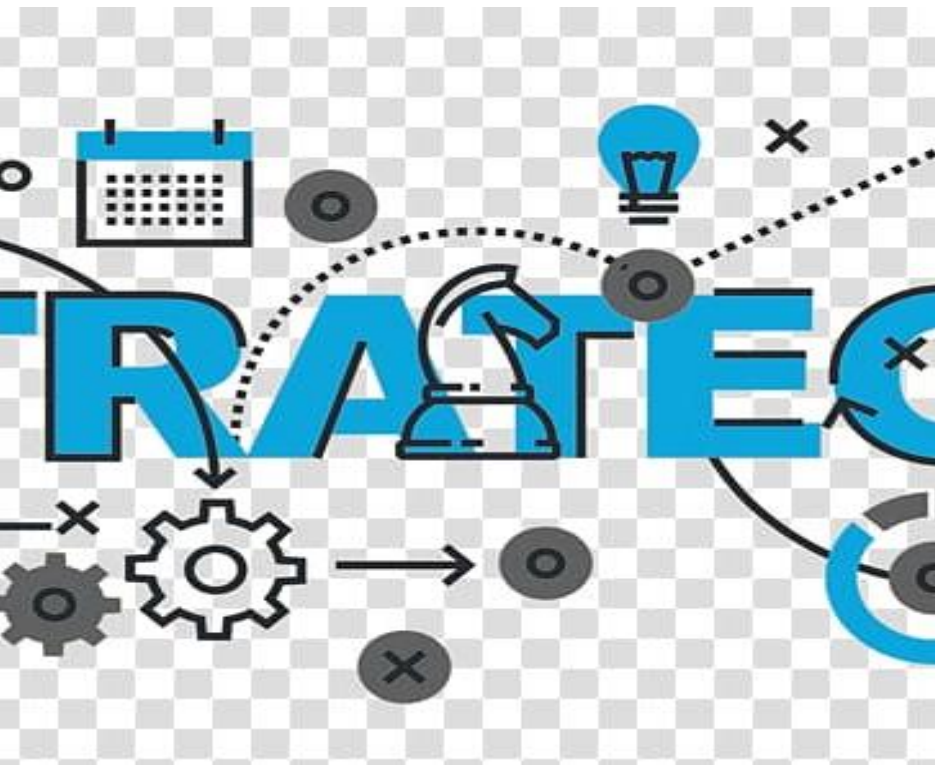
Emerging _____, people:

Enabling (strategy):

Embolden:

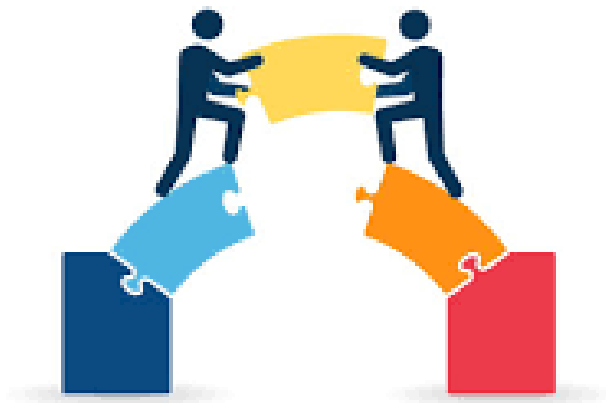
Expand:

Ease:



WHERE DO WE SEE LEADERSHIP IN THE "E'S"?

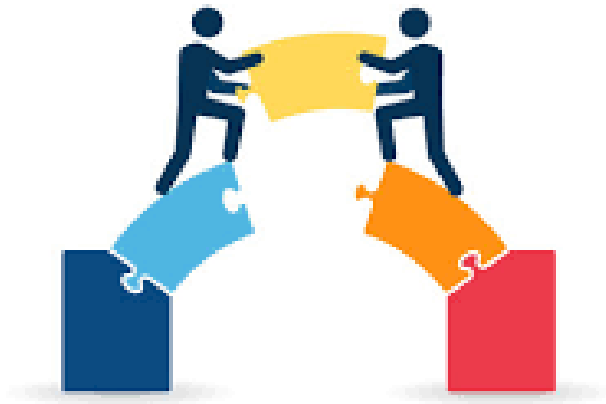
- Strategy
- Shared vision– point yourself and others in the same direction
 - Big picture/looking over the horizon
- Influence
- Integrity
- Communication



WHERE DO WE SEE LEADERSHIP IN THE "E'S"?



- Bridging gaps
- Voracious consumers of information
- Challenge convention
- Ethical
- Inspirational
- Sustaining





FRAME OF REFERENCE - WE ALL THINK DIFFERENTLY

It helps a lot in leadership if you, your
team and organization see things

----- *That's your job as a
leader.*

OTHER THOUGHTS ON OVERCOMING HURDLES...THINK ABOUT THESE

- WSCERS's
- No not these whiskers...



OTHER THOUGHTS ON OVERCOMING HURDLES...THINK ABOUT THESE

- WSCERS's
 - Write
 - Speak
 - Create
 - Engage
 - Re-do
 - Leaders do these things



SUMMARY

1. Continue to differentiate leadership from management
2. Use the "E's" or another framework you create to plot your course and for those that work with or for you
3. Strategy and tactics are different
4. Remember, there is a process element
5. You have to 'start'
6. Sustain your efforts...
7. Use your WSCER's



A large, hand-drawn style orange oval with a slight gradient and a white highlight on the left side, serving as the background for the text.

FORGOT TO TELL YOU...

Orange is my favorite color. Now you know.

WRAP - UP

Thoughts, questions, opinions...no wait, no opinions...

THANK YOU

Reach me at: dhopwood@sompo-intl.com or
619-375-9540 with questions, comments or tomato throwing