



# *Employee Engagement and Organizational Safety Performance*

Tim Hoover – Vice President

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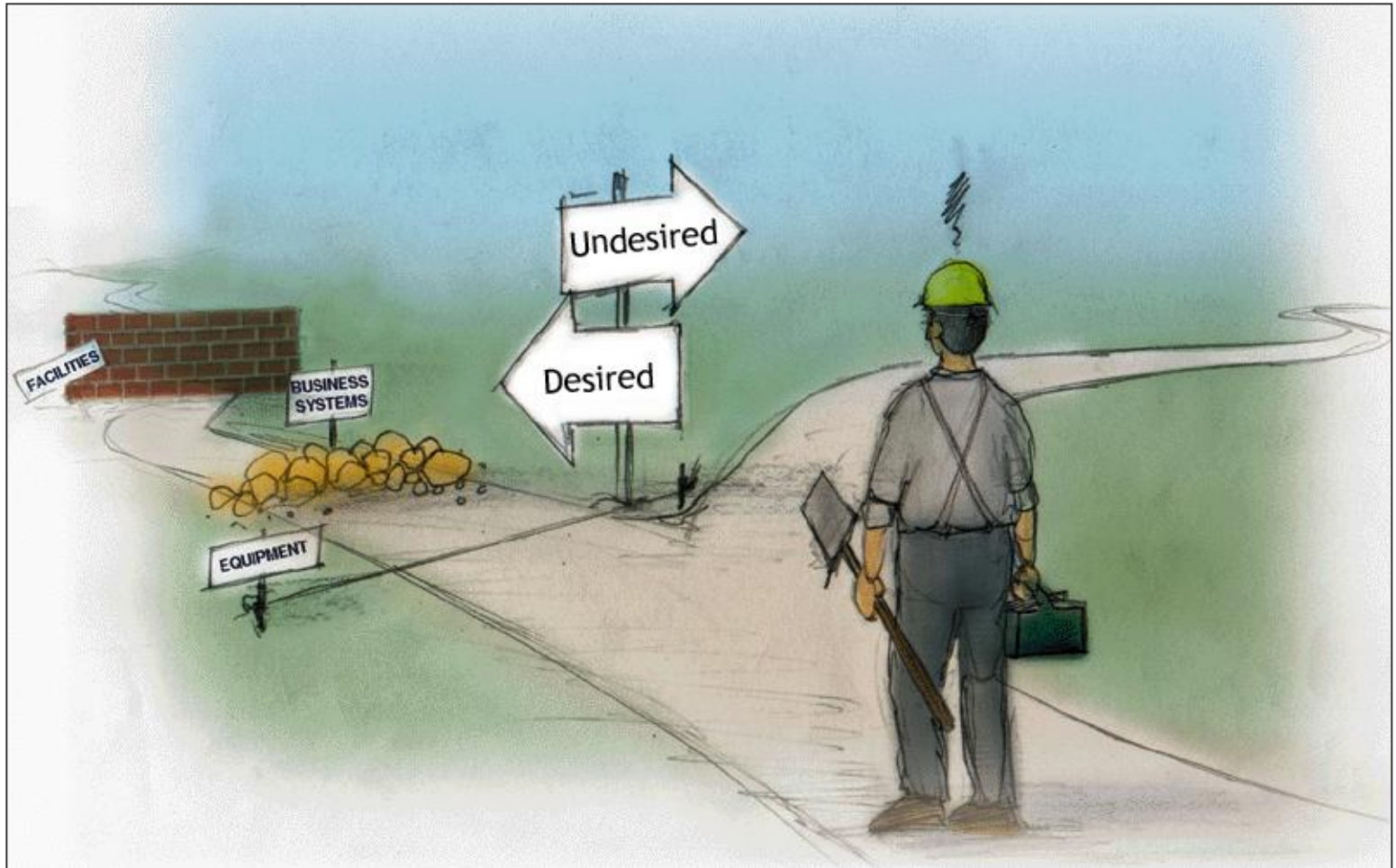


# Employee Engagement

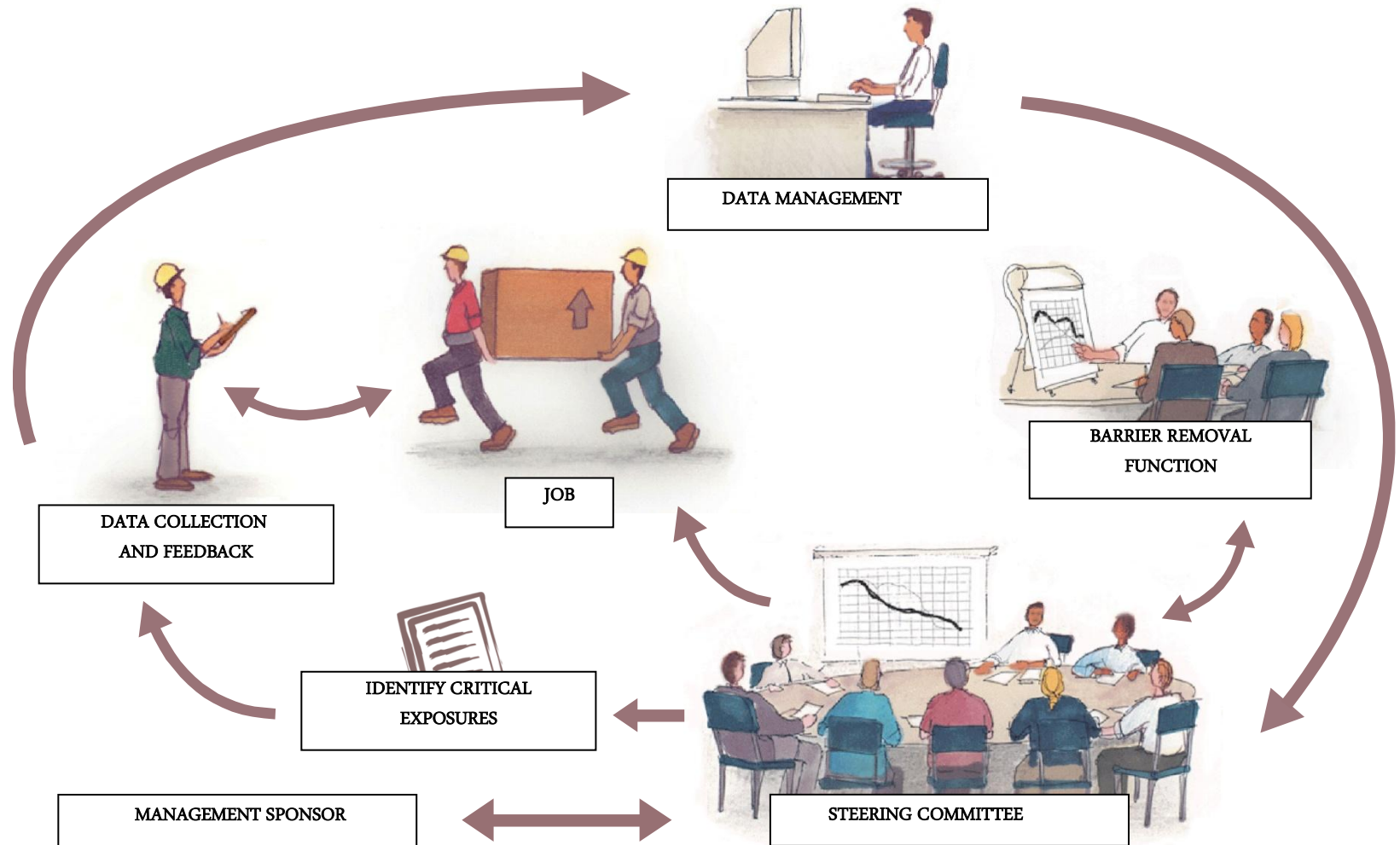
The closest thing to magic in organizational change is getting the employees excited about what is going on. And the most effective way to do this is to involve them, to give them actual responsibilities in making the mechanisms and processes work. It's a lesson organizations have to learn over and over, and they still tend to forget it. There is no substitute for employee engagement."

Dr. Tom Krause – BST Founder

# What Influences Behavior?



# System Snap Shot



# Three Types of Behaviors

- **Enabled:** A behavior that is easily within a person's ability to control.
- **Difficult:** A behavior that can be controlled, but that takes extra effort, increased discomfort, etc.
- **Non-enabled:** A behavior that a person is unable (real or perceived) to control.

# Common System Attributes

- Focuses on upstream, predictive exposures.
- Anonymity in data.
- Not tied to discipline or incentives systems.
- Enlists volunteers.
- Focuses on safe.
- For at-risk, seeks to understand why.
- If at-risk is enabled or difficult, obtains intent to work safely.
- Uses data to remove barriers.

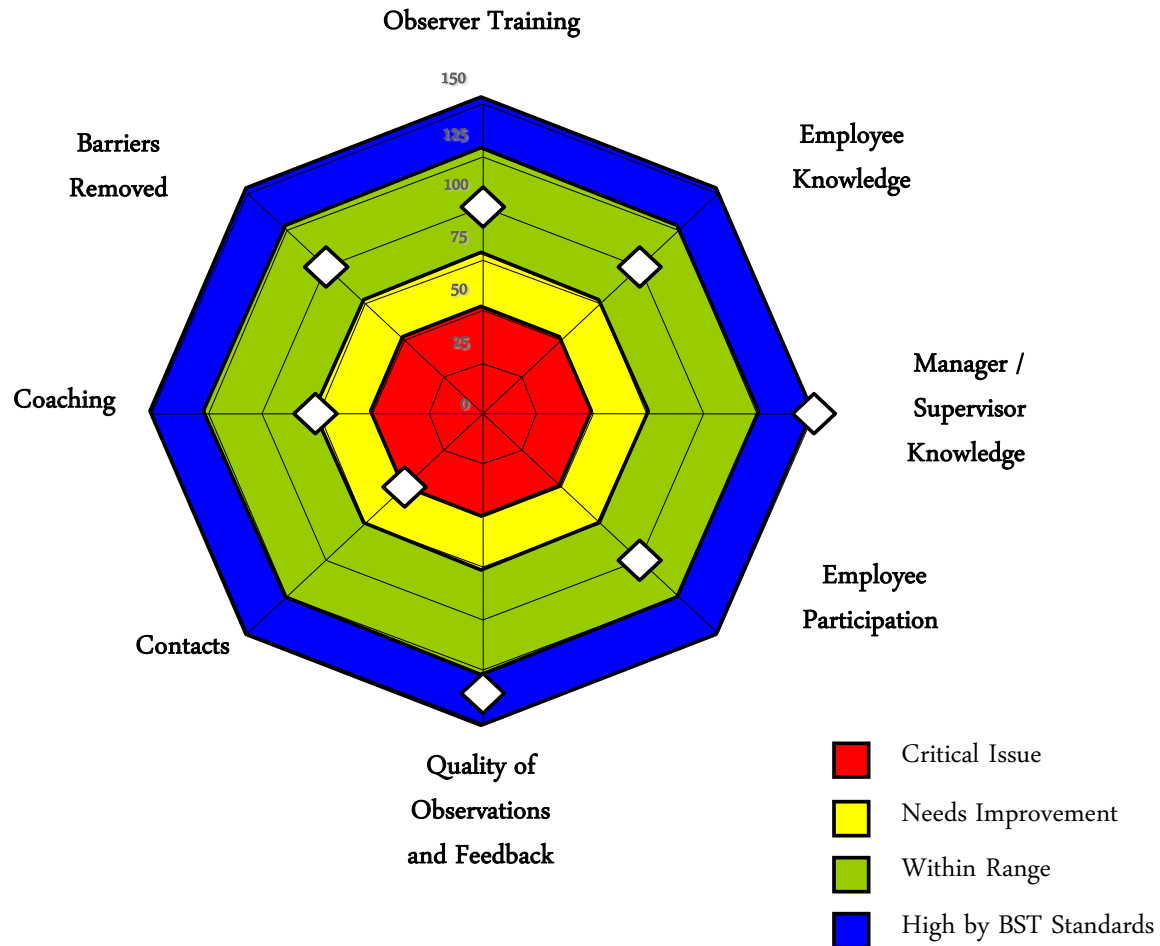
# Employee Engagement is Not:

- Abdicating leadership responsibility.
- Substituting good engineering or administrative controls.
- Avoiding addressing poor systems or unsafe conditions.
- Replacing supervisors; although, it is about getting out into the field and making contacts.

# Components

Leading Indicator System:

Each item independently predicts injury rate performance.







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