



Building an Inclusive, Resilient Safety Culture through Mutually Beneficial Relationships

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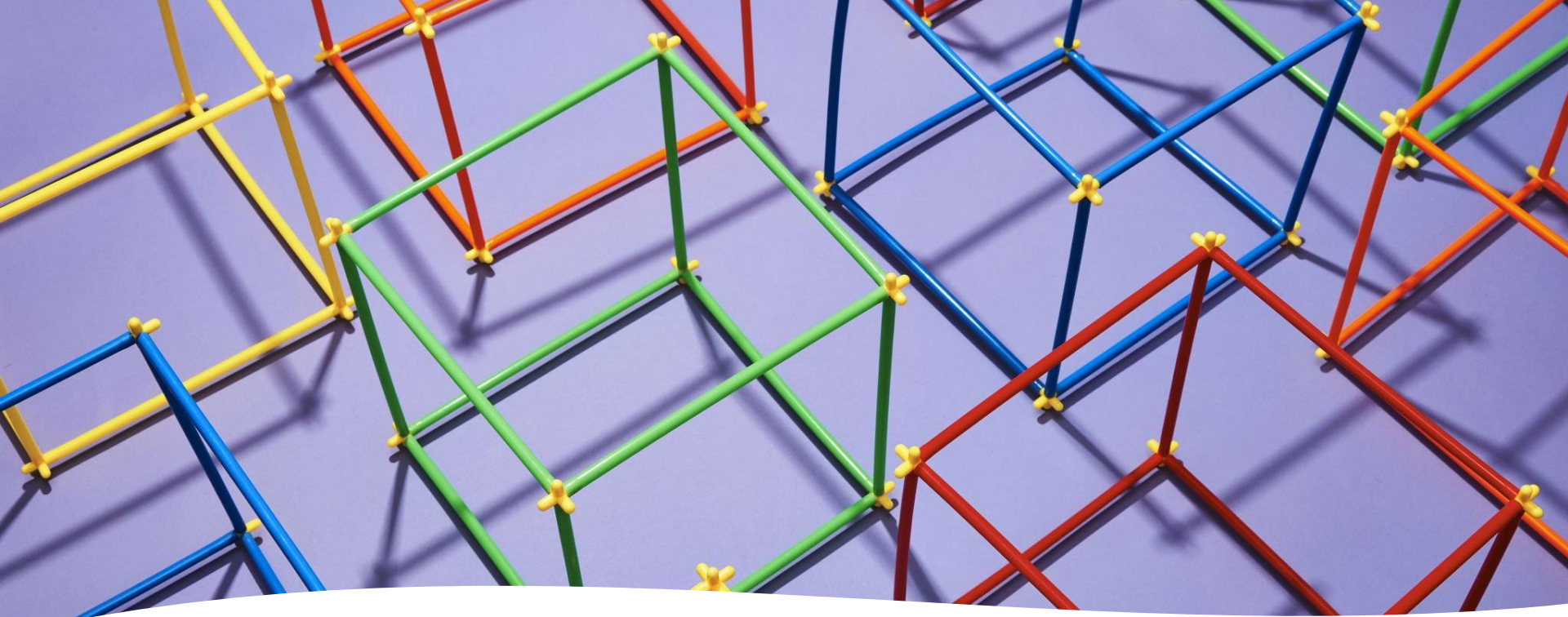
Attendee Takeaways:

Learn to identify potential risk-safety team members for strategic success

Develop partnerships in risk resiliency mutual opportunities for improvement

Understand how to promote brainstorming in safety culture resiliency

The good, the bad, the ugly and how they equate to success



***Operational risk governance* is a multidisciplinary approach to ...**

- reviewing and understanding the nuances of risks associated with operations and processes and
- developing governance strategies to strategically manage those risks to create and maintain an inclusive safety culture.



Risk + Safety = Strategic Risk

Strategic Risk + Operational Awareness = Strategic Safety

Strategic Risk + Strategic Safety = Mutually Beneficial Relationships



**Strategic Risk
Partnerships That
Promote
Inclusivity in
Safety**

Risk-safety relationships require...

- Mutual respect and integrity
- An understanding of work culture dynamics
- An identification of what is important to specific sectors and their partnerships
- The ability to communicate effectively and without biases
- A “no judgement zone” of interaction
- Active listening and fluid communication



**Mutually
beneficial risk
and safety
relationships
succeed when
they ...**

- **Show mutual value in partnership development**
- **Instill a sense of belonging and importance**
- **Provide a basis for reliable and relatable problem-solving partnerships**
- **Promote a return on the investment of time, relationships, commitment, and resources**

Inclusive Risk and Safety Programming has the potential of materially:

- Reducing monies budgeted and paid for property and casualty insurance premiums
- Cost effectively managing out of pocket expenses within self-insured retentions or a commercial deductible programs
- Reducing out-of-pocket expenses due to lost time for workplace injury and illness
- Tying risk-safety initiatives to budget parameters
- Reducing OSHA Recordable injury and illness
- Proactively reducing potential incidents and claims



Safety Committees have the potential to positively impact property and casualty insurance premiums by being able to...

- **Comprehensively analyze near misses and accidents to identify the root causes of losses and working together to implement workable corrective actions**
- **Assist in developing meaningful education and training**
- **Establishing open channels for communication of safety issues and concerns through continuous active engagement**
- **Creating accountability and a sense of belonging**

Important Safety Committee Culture Considerations


- **Members should represent the spectrum of operations within your entity**
- **Collective bargaining units should be included within the membership for each of the employee populations represented**
- **Regularly schedule meetings and encourage active engagement between all members**
- **Facilitate communication between the committee and leadership to promote safety culture commitment**



Inclusive Safety Culture Dynamics

- **Collectively identify and develop risk and safety policy and programming**
- **Continually communicate your organization's risk-safety issues and opportunities for improvement**
- **Proactively promote safety awareness and resources available**
- **Engage your workforce in risk reduction and prevention campaigns**





The good...the bad...the ugly... the keys to your safety success...

- **Interpersonal communication is dependent upon the nuances of our delivery**
- **Our ability to stand firm to achieve consensus is important to the respect given and received**
- **Every negative encounter is an opportunity to change the trajectory of a risk and safety journey and culture**
- **Is your cup “half empty or half full” in your approach to making friends and influencing your partnerships?**

***“Individual
commitment to a
group effort ...
that is what
makes...***

***a team work,
a company work,
a society work,
a civilization
work.”***

Vince Lombardi





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