



One of the most common barriers to an effective safety program is the complexity that has been built in an attempt to satisfy the demanding regulatory, internal and external requirements. The result is often **compliance** with a long list of rules rather than **commitment** that comes from engaged people who understand a clear, worker-centered strategy. Our goal should be to create a **worker focused safety and training culture** with a Safety Program that is **simple, engaging** and easily **integrated** into the business.

This sounds great, but is it **Possible? Absolutely!** Let's explore how.

The Safety Function

1

One of the primary roles for safety professionals should be to act as a filter. Take the complex web of requirements and **make it simple** and straight forward for operational leaders and workers. Our experience is that when the complexity is passed directly to the front lines, more and more safety supervision is required to constantly interpret the requirements and hopefully prevent incidents. A better way is to **integrate requirements into the normal course of business** where employees understand the hazards and how to control them in a very practical way.

A Simple Safety Process

2

We believe everyone should understand the safety process. *Try this in your organization. Ask leaders and front line workers to explain your basic safety system in 30 seconds or less. Try it yourself.* Chances are everyone will struggle and answers will vary widely. How can we support one another effectively in a system that we can't describe concisely and consistently? That's why we developed our **4 Step/4 Skill™ Model**. Four simple steps that can be executed consistently, supported by four skill areas that are easily taught and coached. (By the way, the model also stands up to the most stringent audit protocols.)

Link to Competency and Training

3

How you train everyone and verify competency is linked tightly to safety performance. An **effective competency program** ensures requirements are laid out clearly and employees are supported consistently. It also promotes **engagement** with open dialogue. (See our information sheet "Competency Program: Implementation and Sustainability" for more details.)



Implementation and Support

4

When Safety Programs are **easy to understand**, it opens the door to **fully engaging all levels in the organization** in order to achieve amazing results in a sustainable way. Making things simpler is hard work and it's worth it. We have spent several years distilling two decades of safety experience into a simple process that is easy to tailor to your organizational needs. **We know it works and we would be glad to help.**