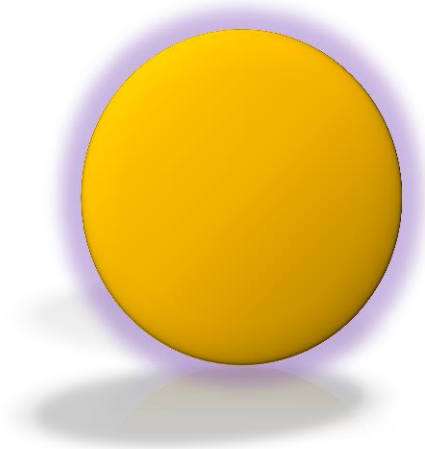


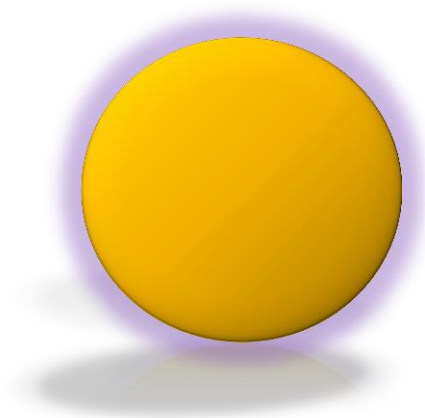
From “Knowing” to “Doing”:

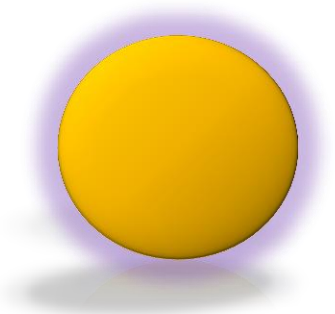
**Implementing Effective Safety Training for
Employees**



Rules of Engagement

- Stand
- Move
- Stretch

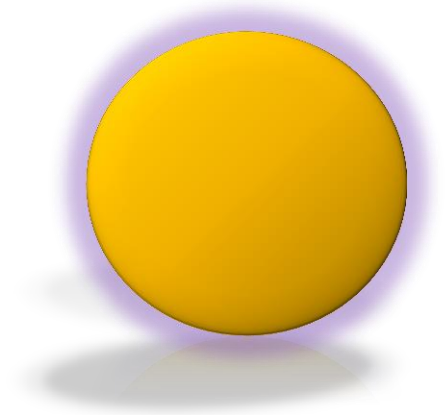




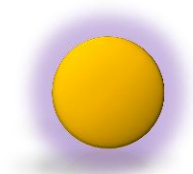
“Safety training at 3:00”

“We’re going to teach you how to work safely, protect your body and keep from being killed....”

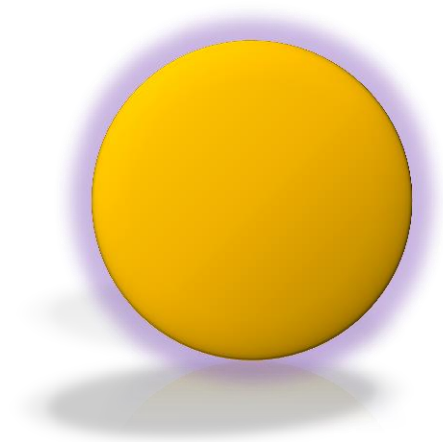
What's the downside to
making safety Training
More fun and Engaging?



What's the downside to
safety Training NOT being
fun and Engaging?



What information are we lacking to keep people safe in the workplace?



*Tie off when working at heights

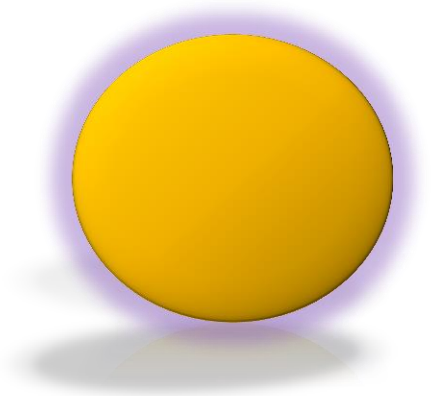
*Wear protective gear

*Lock out/Tag out Equipment

*Double-check for hazards

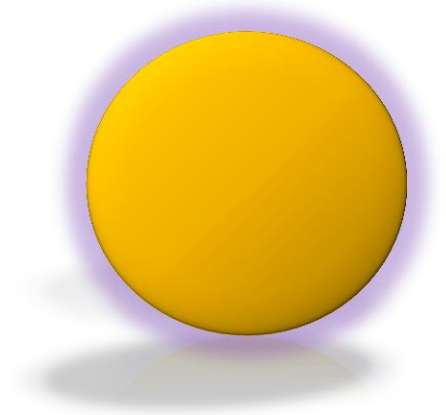
*Ask for help

*Follow Safety Procedures

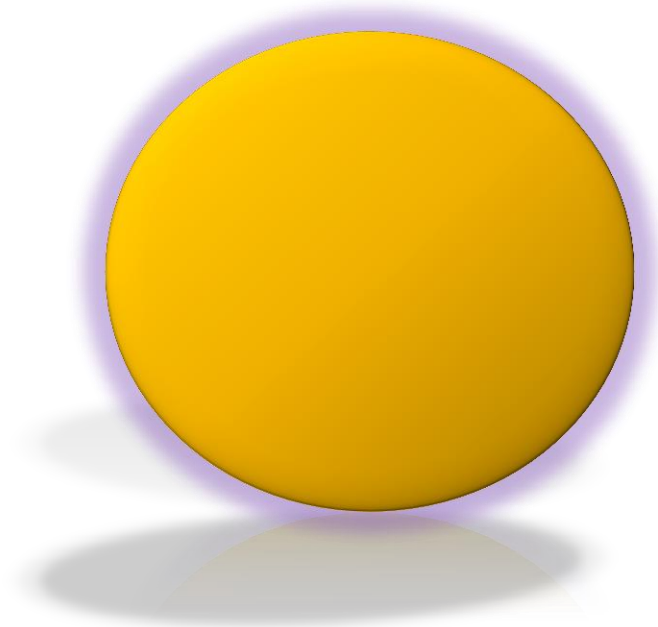


This information influences what people
KNOW about safety....it doesn't influence
how they **FEEL about it...**

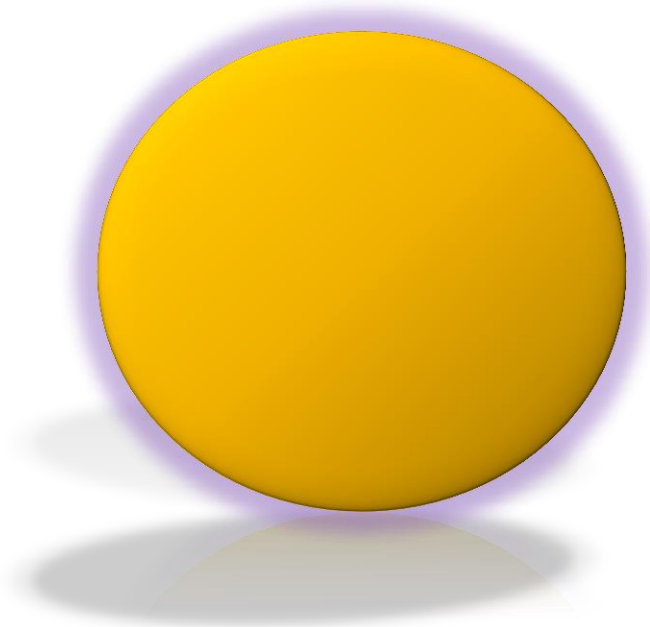
and it certainly doesn't influence
what they **DO!**



Much of safety is an invitation!

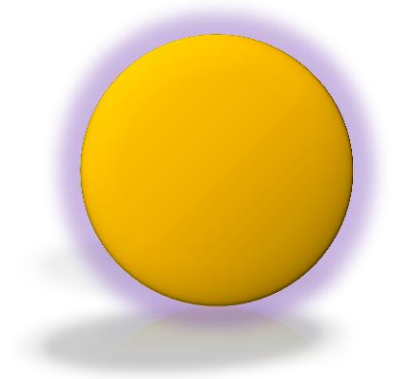


Safety Training = Best Part of the Work Day



What is considered a good return-on-investment
from employee safety training?

What outcome would make you say “this was a
good use of our time, energy and resources”?

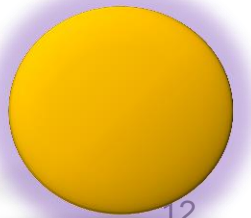


R.E.P. The Rational, Emotional and Physical Approach to Effective Training

Does the information presented make sense to the audience?
(Rational)

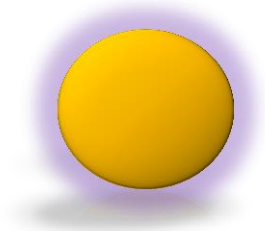
What is in it for the employees if they act on this information?
(Emotional)

What do the employees need to experience to lead to an actual change in behavior? (Physical)



What Do They Need To Know? (Rational)

In most cases, injuries are not the result of a lack of knowledge; they are the result of a lapse in judgment, a lack of attention, or a rush to get a job done



Orientation

Initially we become aware

Education

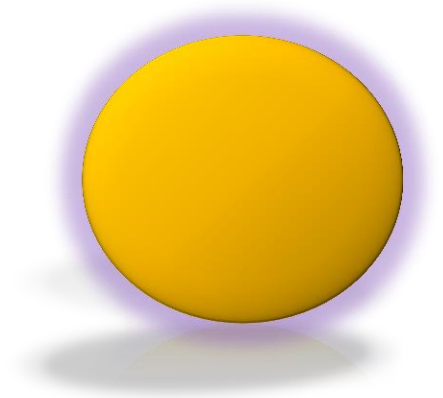
Over time we learn

Training

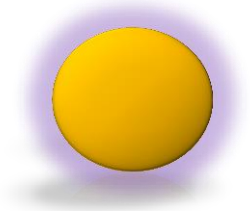
With practice we perform.....

The Art of Standing

- Staggered Stance
- Slight Bend in the Knees
- Get a Foot Up
- Move



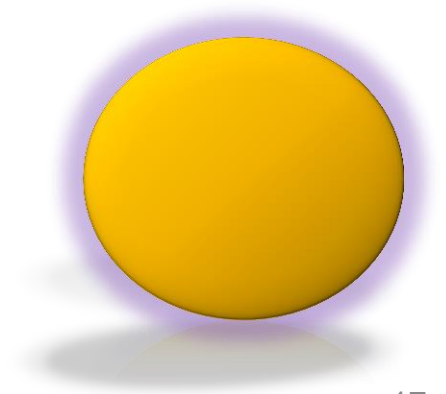
Throughout the session....



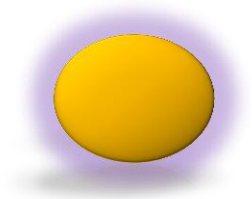
- What did you hear that made sense?
- Of what made sense, what would you like to hear again?
- How often do you think you need to hear it?
- What are the best ways for the company to deliver the information to you?
- What kind of environment needs to be created to support your use of this information?

What Is In It For Them? (Emotional)

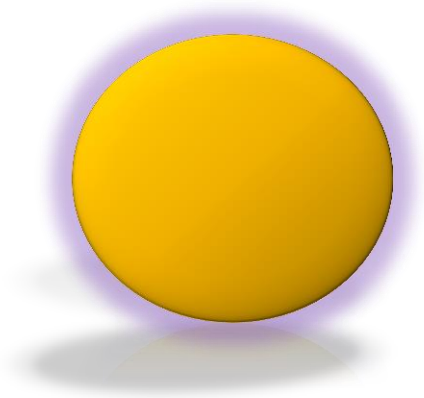
Do unto others as they would like done unto
them (The platinum rule)



Why do companies make training mandatory?



Would you do anything differently if employee attendance at safety meetings was voluntary and your salary was dependent upon 100% participation?



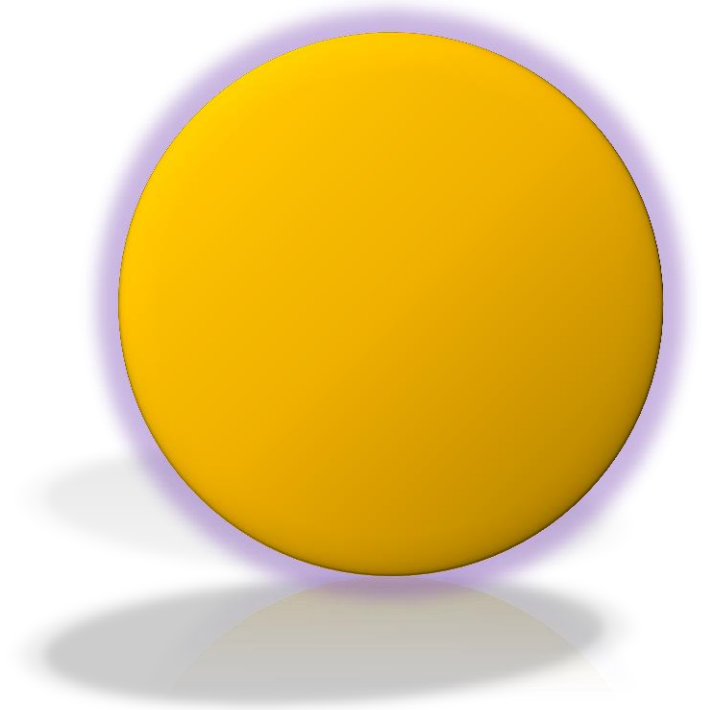
It's all about the Packaging

- *The Location

- *The Spread

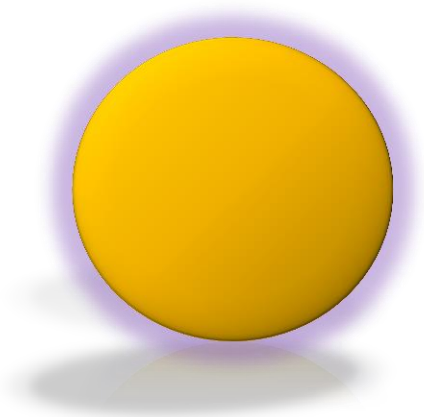
- *The Schedule

- *The Content



Training Programs

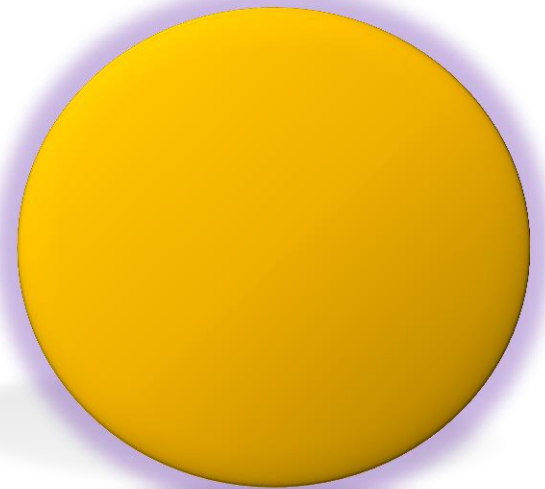
What kind of training programs and seminars do you like to attend and what kind of programs do you like to teach?



Jeopardy!

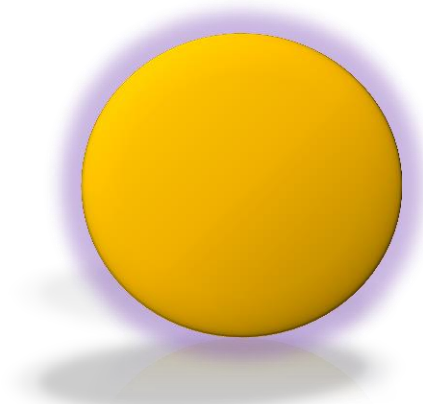
Who Wants to be a millionaire?

Wheel of Fortune



Creative Training Sessions

- More Frequent/Shorter Sessions (build them into the regular course of business)
- Involve employees in the presentation of the content (you can't teach it if you don't know it)
- Make training a game (Wheel of Fortune/Who wants to be a millionaire?/Jeopardy!)
- Obstacle Courses/Forklift Rodeos
- YouTube videos



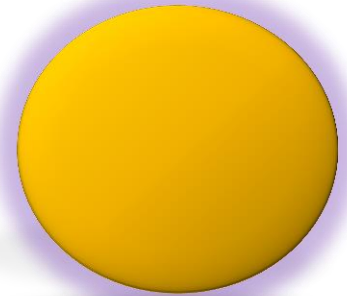
What Do Employees Need To Experience?

(Physical)

Education becomes training once it leaves the
classroom and enters the workplace

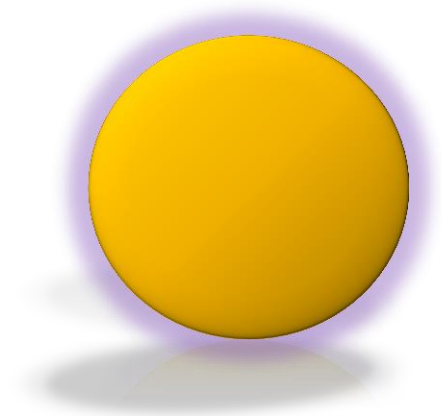
What influences your diet the most.....the pyramid poster or what you have in your refrigerator?

What would need to be present in the workplace to drive the behaviors you present in training?



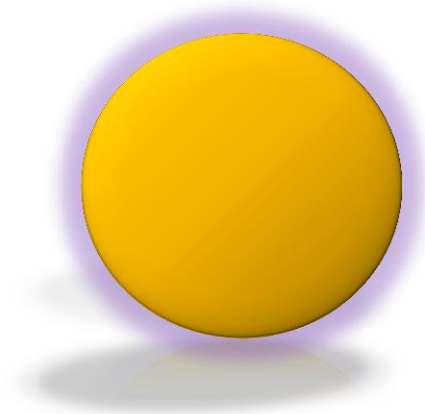
The Sales Process

Training is a Product! How are you
selling it to employees?



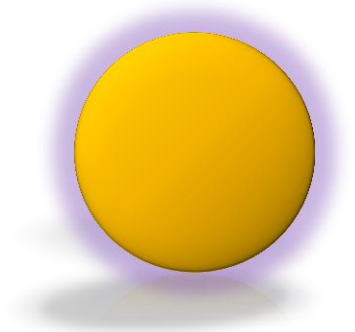
Successful Product Launch

- Product Development
- Product Marketing
- Product Sales/Delivery
- Ongoing Customer Service
- New Product Introduction



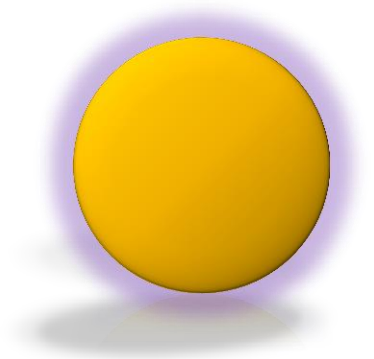
Product Development

How is your company developing the content for the training session and determining the best ways to deliver this content?



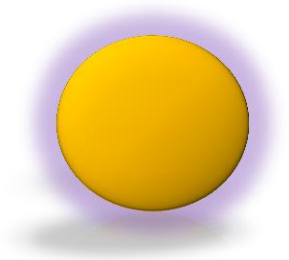
Product Marketing

What's the “pitch” and why would an employee want to buy what you're selling?



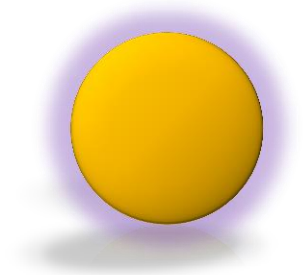
Product Delivery

Is the product delivered in a way that demonstrates its' value?



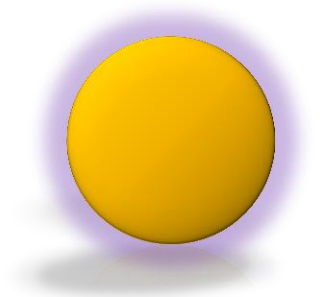
Customer Service

What happens after
the training?



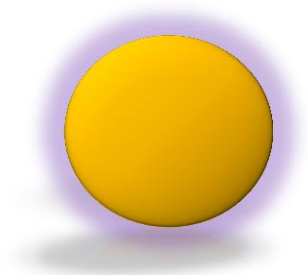
New Product Introduction

Ride the wave!



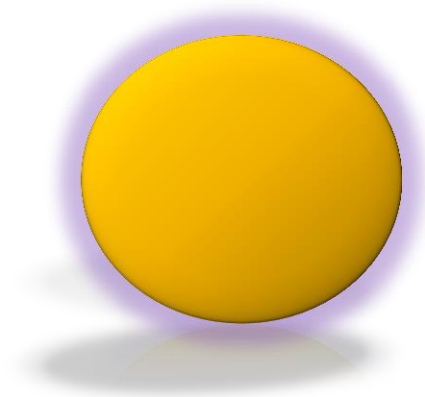
The Energized Approach.....

Training programs are more successful when
sufficient time and attention go into
energizing the employees and the work
environment

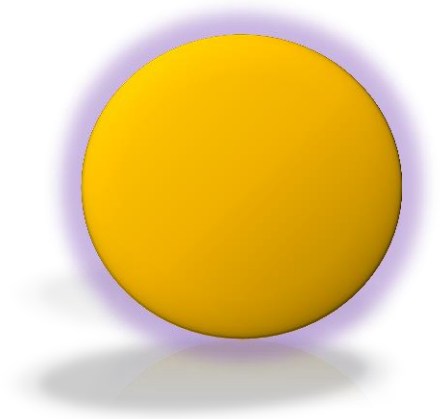


Conduct A Pre-Training Energy Audit

- Commitment
- Consistency
- Communication
- Accountability
- Inclusion
- Recognition
- Respect
- Flexibility
- Creativity
- Fun

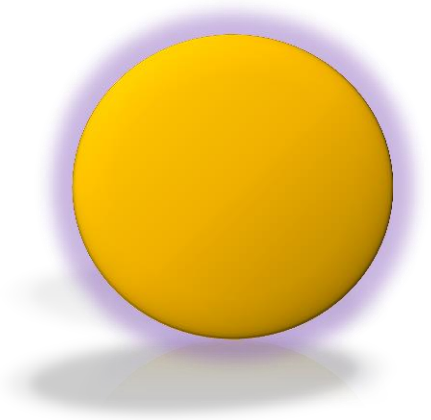


Commitment



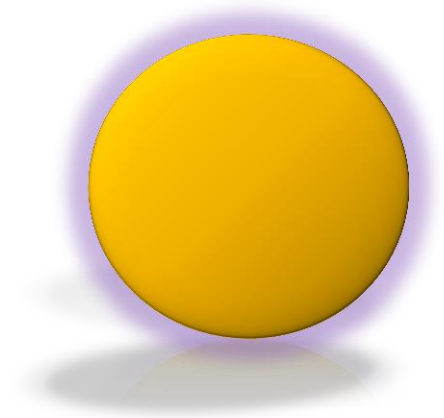
How will the company demonstrate that it is committed to the information presented in the training?

Consistency

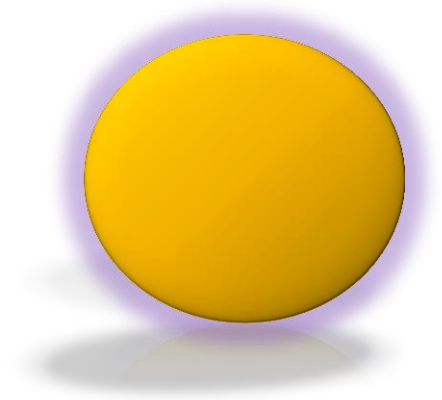


How will the actions of the company match the information presented in the training?

Safety is #.....?

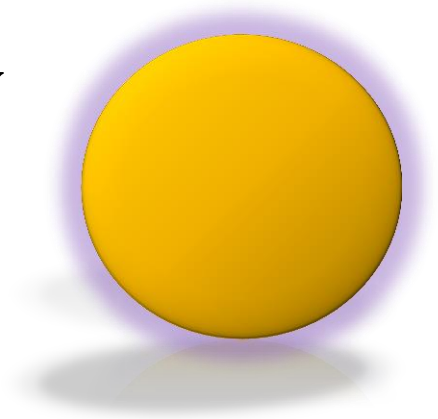


Communication



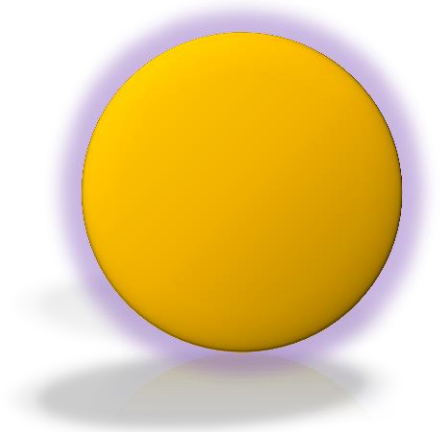
How will the company keep the information fresh in the minds of employees?

Accountability

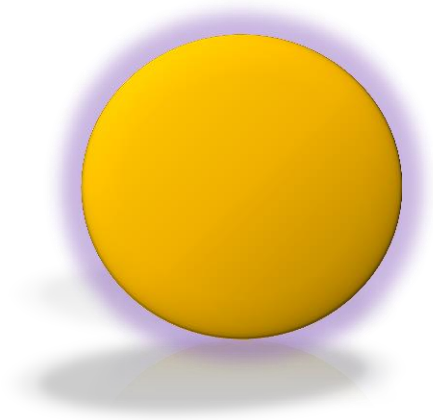


Who will be- responsible for acting
on the information and how will they
be held accountable?

How do you teach a child to
cross the street safely?

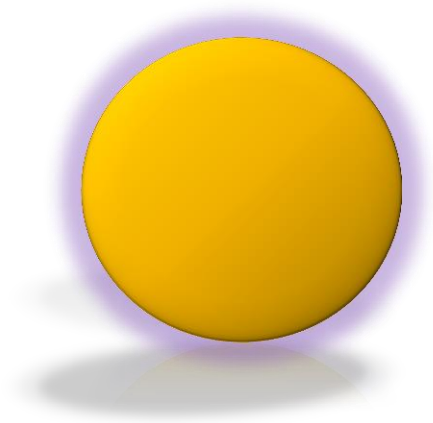


Inclusion



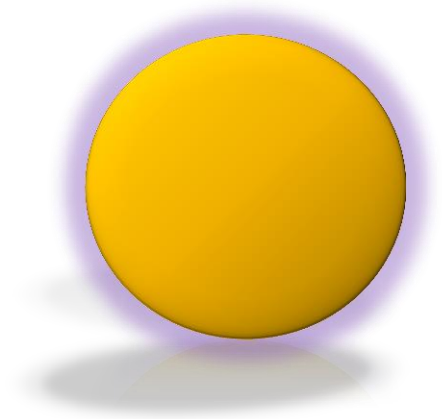
How will participants be invited
to contribute to the training
process?

Recognition



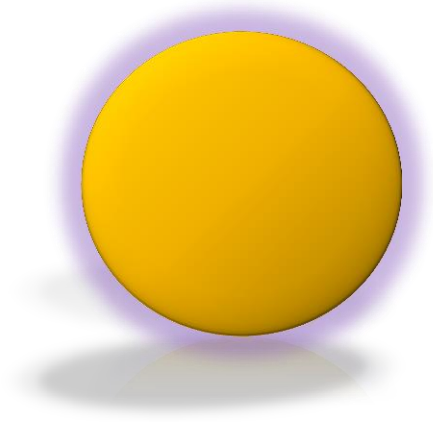
How will the company recognize participants who contribute to the training process and/or act on the information presented?

Respect



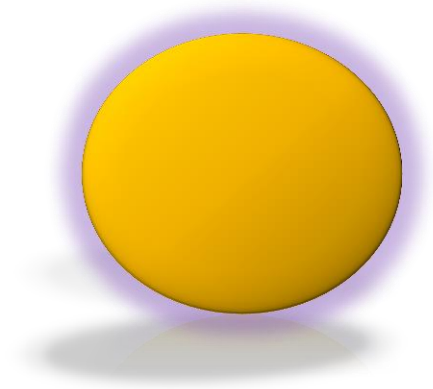
How will the company deliver the training in a way that is respectful to the participants?

Flexibility



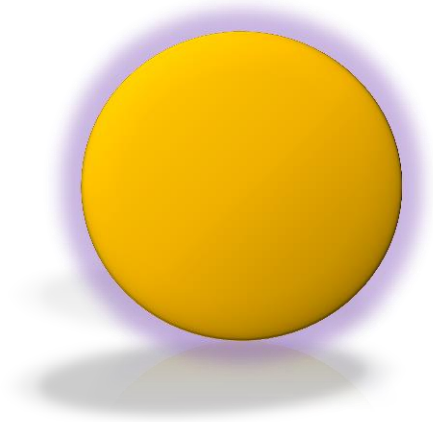
Does the company have a “Plan B”
if the training doesn’t go as planned?

Creativity



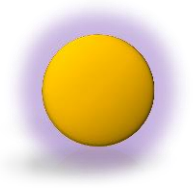
How will the company “think outside the box” to make the training more effective?

Fun!

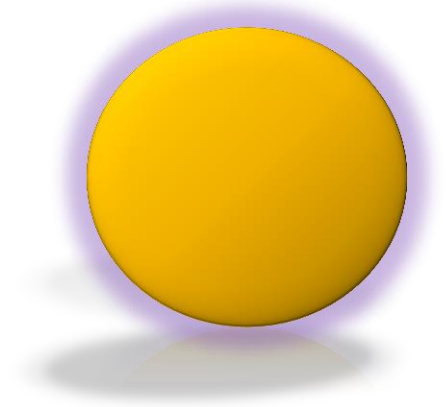


How will the company integrate
Fun into the training process?

How much fun do employees expect to have in a training session?



From Words To Action



Combine the Rational, Emotional and
Physical aspects of learning for the greatest
ROI from your training efforts

THANKS!

