

# Big Data / Big Solutions

written by Lauri Moon | November 4, 2019

Being able to analyze trends, identify hazards and keep up with compliance and regulatory standards is the holy grail of SMS and QMS. An incredible amount of data is produced, sometimes from different facilities in different countries.

In this roundtable discussion, speakers Nick Bernini, Director, Predictive Analytics and Scott Gaddis, Vice President, Global Practice Leader, EHS at Intelix Technologies, explain how that data can help EHSQ professionals make strategic decisions - financial and operational - that keep workers safe while meeting and exceeding production goals. The ability to take data and turn it into meaningful action is possible if the right data is being collected and analyzed.

Attendees will:

- Learn how to gain 360 degree visibility and get the most out of their EHSQ data.
- Discover how data can be used to create reports, dashboards, and benchmarking tools can be used to enable their organization to make smarter decisions.
- Use data to contribute to creating a culture of continual improvement and drive operational excellence.

## Speakers

**Nicholas Bernini, Director of Predictive Analytics and Lead Data Scientist, Predictive Solutions Corp.**

Nicholas Bernini is the director of predictive analytics and lead data scientist at Predictive Solutions Corp. He has spent the last 10 years building predictive models across the Marketing, Education, Retail, Finance, and Governmental sectors.

**Scott Gaddis, Vice President, Global Practice Leader, Safety and Health, Intelix Technologies**

Scott Gaddis, Vice President, Global Practice Leader, Safety and Health at InteleX Technologies. He has over 25 years in EHS leadership experience in heavy manufacturing, pharmaceuticals and packaging industries. Before joining InteleX, Scott served as Vice President of EHS for Coveris High Performance Packaging, was Executive Director of EHS at Bristol-Myers Squibb, and was Global Leader for Occupational Safety and Health at Kimberly-Clark Corp.

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# **Safety Performance and Why It Matters**

written by Lauri Moon | November 4, 2019

Improving safety performance is a team effort that is based on data that easily can be monitored and measured to prioritize where safety programs can have the most impact. When it comes to improving performance in Health and Safety, organizations must leverage their most important asset - their tools and data - to improve future H&S performance.

Better tools and processes give workers the power to improve their performance through data-driven decision-making and enhanced situational awareness. The result is stronger EHSQ practice that drives improved overall business results and revenue. Tomorrow's businesses will rest on a strong foundation consisting of rigorous EHSQ performance, singular dedication to customer satisfaction, and a passion for innovation.


Important reasons to improve data collection and analysis to enhance Health & Safety performance include:

1. Predict workplace injuries
2. Monitor and benchmark safety culture
3. Improve compliance
4. Tie safety to productivity

## **Speakers**

 **Scott Gaddis, Vice President, Global Practice Leader, Safety and Health, InteleX Technologies**

Scott Gaddis is Vice President, Global Practice Leader, Safety and Health at InteleX Technologies. He has over 25 years in EHS leadership experience in heavy manufacturing, pharmaceuticals and packaging industries. Before joining InteleX, Scott served as Vice President of EHS for Coveris High Performance Packaging, was Executive Director of EHS at Bristol-Myers Squibb, and was Global Leader for Occupational Safety and Health at Kimberly-Clark Corp.

 **Kanwer Kahn, CSP, CRSP, QEP, P.E., Vice President, Environment, Health, Safety and Security, SUEZ North America**

Kanwer Kahn, CSP, CRSP, QEP, P.E., is Vice President, Environment, Health, Safety and Security for SUEZ North America. In his role, he develops and implements corporate strategy for achieving EHS excellence. He collaborates with the executive team for a common vision and mission of the company thru development of short- and medium-term strategies. Kahn provides leadership to achieve the vision and establishing metrics to monitor and report progress. He manages a staff of 26 full-

time EHS professionals with an annual budget of US\$2.6 million, and represents SUEZ at national and international forums and promotes the company's vision of being a leading EHS organization in Water and Waste industries.

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# **Mental Illness in the Workplace and How it Impacts the Safety of Your Employees**

written by Lauri Moon | November 4, 2019

One fifth of adults will report having a mental illness in any given year. Almost three quarters of adults each report systems of stress, including headaches, feeling overwhelmed, burnout or anxiety. Employees' mental health issues impact businesses in several ways, including affecting the employees' job performance and communication with coworkers, among other things. These issues all impact employee safety, among various other issues. This webinar will discuss common mental health issues affecting employers and how employers can respond to them.

Topics included are:

- Mental health challenges faced by employers;
- The impact of the opioid crisis on employees' mental health;
- How these issues impact employee safety;
- Laws governing how employers can respond to mental health issues of employees; and
- Steps employers can take to manage mental health issues for employees.

## Speaker

 **Travis Vance, Partner, Fisher Phillips**

Travis Vance is a partner in the firm's Charlotte office. He has tried matters across several industries and various subject matters, including employment litigation, business disputes and matters prosecuted by the Mine Safety and Health Administration (MSHA) and Occupational Safety and Health Administration (OSHA). Travis has emerged as a thought leader in the field of workplace safety. His writing and interviews are followed closely by experts in the safety arena and have been featured in premiere publications such as *Business Insurance*, *EHS Today*, and the *Wall Street Journal*.

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# OSHA Inspections: Understanding Your Rights & Navigating the Process to Minimize Your Citation Risk

written by Lauri Moon | November 4, 2019

Every employer dreads a knock on the door from an OSHA inspector. But an inspection doesn't need to be your worst nightmare. If you take proactive steps to find and fix hazards, develop a detailed plan for handling an inspection, understand and exercise your rights, and operate in good faith throughout the process, you can significantly reduce your chances of damaging citations and fines.

While OSHA and its state counterparts cannot inspect every facility, that doesn't mean you can afford to be complacent about the risk of an inspection. The facilities that receive visits from OSHA are far from random, and the combination of your industry, your history of violations, and your injury and illness rates can significantly raise your inspection risk. With a single willful or repeat violation now carrying a maximum penalty of \$132,598, being unprepared for an OSHA inspection can be more costly than ever.

Join us for an informative webinar on October 10 that will provide guidance on planning for an OSHA inspection, navigating the inspection process, and proactively managing safety compliance to reduce your chances of citations and fines.

You'll learn:

- The factors that can increase your risk of an inspection—and what you can do to influence them for the better
- The enforcement impact of OSHA's Site-Specific Targeting Program

- Your rights—and your employees’ rights—during an OSHA inspection
- Who should be present during an OSHA inspection and what their roles are
- How to strike the right balance between providing requested information and protecting your interests
- Tips for navigating the process from opening to closing conference and beyond
- And much more!

## Speaker

 **Emily Scace, Senior Content Specialist, Safety, BLR**

Emily Scace is a Senior Content Specialist for BLR’s safety publications. She writes and edits detailed regulatory analysis, newsletters, training content, special reports, white papers, news articles, and other materials to help businesses understand and follow OSHA and DOT compliance obligations. Emily also researches and writes about occupational safety and health regulations, enforcement trends, safety-related best practices, and safety culture; delivers webinars and presentations on a variety of workplace safety topics; and more.

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# Change Your Safety Culture by Making Employees a Part of Safety Strategy

written by Lauri Moon | November 4, 2019

For excellence in any operational category to be recognized, it is imperative employees make decisions and behave in alignment with the intended strategic direction. Strategy is a framework of choices an organization makes to determine how to capture and deliver sustainable value. How value focused are your efforts, and do the customers of your safety strategy agree with this?

Hear Terry Mathis, the founder and CEO of ProAct Safety, an international safety and performance excellence firm, explain why safety is not a standalone strategy within a business; it must be an integral part of the overall operational plan. How clear is your strategic direction? How well can employees easily see the role safety plays within it? How were employees involved in the creation and execution of your plan? W. Edwards Deming taught, "People support what they help to create."

Employees must be able to see themselves as actors within the safety strategy. For buy-in, ownership and discretionary participation, employees must play a role in identifying where you are going, what it will look like when you get there, where you are now, what choices are made to close the gap, their role and responsibilities, how progress will be measured, and confidence that the strategy is creating sustainable value.

Ray Kanani, Senior Director of Product Strategy at Intalex, and Scott Gerard PCC, PCM, PCG, VP of Environmental, Health & Safety at Moss, will offer specific examples that highlight the importance of employee buy-in and engagement when it comes to the design and implementation level of an EHSQ software solution, as well as the important post-implementation phase and the successful adoption of



engagement tools and the impact the adoption of these tools has had on the safety strategy at Moss.

Takeaways:

- Learn how high-performing and highly reliable organizations are creating and executing on their unique strategy for excellence in safety culture and performance.
- Learn how to self-assess the efficacy of your current strategy and find opportunities for continuous improvement
- Identify what data are necessary to inform and answer the ten questions necessary to create a value-focused safety strategy
- Review a methodology that has guided hundreds of organizations in the creation of their effective strategy and execution plan
- Discover what motivates and demotivates employee involvement in the pursuit of safety excellence
- Learn how to identify the 5 types of people in organizational change

## **Speakers**

### **Terry Mathis, CEO, ProAct Safety**

Terry L. Mathis, CEO, ProAct Safety, Inc. is the founder and CEO of ProAct Safety, an international safety and performance excellence firm. He is known for his dynamic presentations and writing in the fields of behavioral and cultural safety, leadership, and operational performance, and is a regular speaker at ASSE, NSC, and numerous company and industry conferences. He is a veteran of over 1600 safety, culture and performance improvement engagements in 39 countries, and has personally assisted organizations such as Georgia-Pacific, Williams Gas Pipeline, US Pipeline, Herman Miller, AstraZeneca, Wrigley, ALCOA, Merck, Rockwell Automation, AMCOL International, Ingersoll-Rand, The United States Armed Forces and many others to achieve excellence.

### **Ray Kanani, Senior Director of Product Strategy, InteleX**

Ray Kanani is Senior Director of Product Management for InteleX Technologies ULC. He leads a team of researchers, designers and product managers to grow and

maintain a \$100MM+ ARR product portfolio and works alongside EHSQ subject-matter experts and key stakeholders to publish, promote and monitor a strategic product roadmap that aligns business units and supports growth. He actively supports and stays close to customer and prospect relationships across AMER, EMEA and APAC regions.

### **Scott Gerard PCC, PCM, PCG, VP of Environmental, Health & Safety, Moss**

Scott Gerard, PCC, PCM, PCG, is Vice President of Environmental, Health & Safety at Moss, a leader in the construction business in America, building residential, educational, correctional, public assembly and military projects, with a specialization in solar construction. With offices that extend from Florida to Hawaii, the family-owned company has been recognized by the Occupational Safety and Health Administration (OSHA) as an elite construction company within the agency's Safety Recognition Program. Moss specializes in creating work environments that are safe, secure and supportive.

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# Managing Common Hearing Conservation Concerns

written by Lauri Moon | November 4, 2019

Federal regulations require employers to operate an effective hearing conservation program (HCP) for people working in hazardous noise. However, even with specific rules and recommendations to guide them, employers may struggle to be pro-active and able to prevent occurrences of noise-induced hearing loss. This webinar will address some common reasons for HCP ineffectiveness and offer tools and recommendations for improving the management of HCPs. This webinar is designed for all persons who play a role in delivering hearing loss prevention services in the workplace.

## Speaker

 **Lauraine (“Laurie”) Wells, Au.D., Doctor of Audiology | Senior Regulatory Affairs Specialist, 3M Personal Safety Division**

Laurie Wells, Au.D., is a Doctor of Audiology and Senior Regulatory Affairs Specialist for 3M Personal Safety Division, where she works with hearing protection and hearing conservation program regulatory issues globally. Her responsibilities include supporting evidenced-based standards development and providing subject matter expertise related to hearing loss prevention. Dr. Wells has been a long-time co-presenter for the highly regarded 3M Hearing Loss Prevention Seminars, a series of non-commercial educational programs on hearing loss prevention topics. Here she has become known for interactive training techniques towards motivating people to protect their hearing. Before coming to 3M, Dr. Wells worked for a consulting firm, Associates In Acoustics, Inc., where as Manager of Audiology, she provided professional audiology review of hearing loss cases, audiometric database analysis, assessment of hearing protection devices, audits of hearing conservation programs and conducted employee noise exposure assessment, audiometric testing and employee education. The experience of directly interacting with workers at their jobsites as well as consulting with corporate level health and safety professionals

has allowed her to integrate real-world issues with policy making in an effort to better shape effective preventive practices. Dr. Wells is the Immediate Past-Chair of the Council for Accreditation in Occupational Hearing Conservation (CAOHC), representing the American Academy of Audiology and a Past-President of the National Hearing Conservation Association.

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# **Allowing Safety Reporting to Improve Your Safety Culture**

written by Lauri Moon | November 4, 2019

Achieving and maintaining a culture of accurate injury reporting in the workplace can be challenging. A case study of success will be reviewed including a discussion of things you can do to help, or hurt, this effort. Also, OSHA recently updated the Recordkeeping Rule and this session will cover the updated requirements and guidance from OSHA related to electronic injury reporting.

You will learn what is required, what can work, and what to avoid to improve injury reporting and the safety culture where you work.

- Summarize the latest guidance from OSHA on electronic reporting of injuries and illnesses
- Identify how to promote complete and accurate reporting of injuries and illnesses to improve your safety culture
- Examine what not to do - avoiding retaliation with your incentive, disciplinary, and drug testing programs

## Speaker

 **Paul Hart, Director of Health & Safety Services, CTEH**

Paul is the Director of Health & Safety Services for CTEH, a company that helps people prepare for, respond to, and recover from threats to their environment. Paul has a Bachelor's degree in Safety from Murray State University and a Master's degree in Industrial Hygiene from the University of Oklahoma Health Sciences Center. He has worked in the oil and gas, retail, manufacturing, and consulting industries in his 21 year career. Paul is married with three children. He enjoys biking and working on cars. His family is also a foster family in Arkansas, providing a safe place for foster children to live and be loved as they transition to their forever family.

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# Unlocking the Value of Ergonomics with Big Data

written by Lauri Moon | November 4, 2019

**Date:** Wednesday, September 18, 2019

**Time:** 2:00 p.m. EDT (GMT -4, New York)

**Duration:** 1 Hour

**Event Type:** Live Webinar

**Cost:** Free

**Register Today!**

## **Description**

A prominent buzzword in recent years, “big data” is giving visibility to the need for addressing musculoskeletal disorders (MSDs) in the workplace. A collection of ergonomics information can translate into meaningful evidence, or what we like to call a “super-ergonomics-mind”.

Collectively, Humantech’s software solutions have one of the largest and richest ergonomics-related datasets known. With close to 100,000 users and over 150,000 completed MSD risk assessments, meaningful trends have been captured and benchmarked against its 100+ global organizations. Since the company’s inception over 40 years ago, board-certified professional ergonomists, software solutions, and worldwide client engagements have contributed to this super-ergonomics-mind. This information will help safety professionals make better decisions and deploy smarter solutions with their ergonomics programs. Key statistics and meaningful trends will be shared.

Participants will learn:

- the value that ergonomics brings to organizations.

- how data can drive health & safety professionals to make change.
- how market and industry trends are identified.
- how smarter solutions improve both employee well-being and business performance.

## **Speakers**

### **✘ Jeff Sanford, BHK, MHK, CPE, Director of Consulting and Ergonomics Engineer, Humantech**

Jeff Sanford, Director of Consulting and Ergonomics Engineer for Humantech, leads a team of ergonomists to develop, manage, and sustain global ergonomics programs using software solutions for Fortune 1000 clients across a broad spectrum of industries, including food and beverage, automotive, aerospace, pharmaceutical, and steel. Recent client engagements include Cummins, Denso, Tower Automotive, Flex n Gate, Moen, Airbus Helicopters, Griffith Foods and Wells Dairy.

Prior to joining Humantech, Jeff worked as a divisional ergonomics engineer within the seating systems division of Lear Corporation. Managing ergonomics issues at nine U.S. facilities, launching new products, and solving ergonomics issues arising from products, workstations, processes, and packaging were some of his responsibilities.

Jeff received a Bachelor and Master of Human Kinetics degrees and a Bachelor of Education degree from the University of Windsor in Windsor, Ontario. He has achieved recognition as a Certified Professional Ergonomist (CPE).

### **✘ Greg Cresswell, B.Sc., CPE, Director of Implementation and Ergonomics Engineer, Humantech**

Greg Cresswell, Director of Implementation and Ergonomics Engineer at VelocityEHS' Humantech, works with clients on their ergonomics initiatives in the manufacturing, petrochemical, and service industries. Recent client engagements include Ashland, Merck, Mondelez, and Toyota.

Prior to joining Humantech, Greg worked as an Ergonomist for Honda

Manufacturing Canada, where he supported new vehicle launches, conducted tool studies, and delivered awareness training to Honda associates. Greg also worked as the Engine Group Ergonomist for Linamar Corporation, Canada's second largest automotive parts manufacturing company.

Greg received a Bachelor of Science degree in Kinesiology with a specialization in Ergonomics from the University of Waterloo in Waterloo, Ontario. He has achieved recognition as a Certified Professional Ergonomist (CPE).

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# **Insights from a 5-Year Journey in Global EHS Transformation**

written by Lauri Moon | November 4, 2019

**Employee Engagement \* Safety Leadership \*  
Synergy Across Data and Processes**

One of the cornerstones of successful and high-impact EHS programs is getting



employees engaged as key stakeholders of health, safety, environmental stewardship and compliance. Organizations spend thousands of dollars in training employees, both on the frontline as well as in the corporate offices, to be equipped with essential tools for risk and compliance management, thereby ensuring safety and improving productivity for all stakeholders. However, employee engagement persists to be a critical challenge for companies.

Join **Perry Hawkins**, Corporate Director of Environmental, Health, Safety and Risk Management at CIRCOR International Inc., a global, multinational manufacturer of industrial valves and pumps; and **Tina Duffy**, Vice-President of Product Management at ProcessMAP Corporation, the leading EHS data intelligence platform provider, in this webinar to learn how you can achieve transformational EHS outcomes with successful employee engagement & recognition, and safety leadership to drive your EHS initiatives. Get a first-hand account from an EHS leader on how CIRCOR International achieved:

- A safety-driven culture by enabling employees with intuitive and easy-to-use solutions to make “safety-first” operational and business decisions
- Empowerment of frontline employees by providing the means to easily report and quickly respond to unsafe conditions and concerns, further fostering their sense of responsibility for safety in their organizational unit
- Increased collaboration between employees and supervisors by providing opportunities for participation in EHS activities and encouraging employees to share their feedback for risk mitigation
- An action-oriented culture supported by real-time notifications and visibility to open and closed CAPAs
- On-demand access to comprehensive EHS metrics for proactive risk management
- Simplification of custom EHS processes and checklists by leveraging user-created apps powered by ProcessMAP AppBuilder™ platform

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# **Safety Incentives, Motivation and Discipline: Balancing Legal and Practical Considerations to Boost Engagement and Drive Safety Culture**

written by Lauri Moon | November 4, 2019

Employee engagement in safety is a frequent pain point among employers, and many employers turn to safety incentive programs in an effort to gain buy-in and motivate employees to prioritize safety on the job. When done well, such programs can make a positive contribution to an organization's safety culture. However, poorly designed incentive programs are not only ineffective and harmful to safety culture—in some cases, they can even provoke scrutiny and citations from OSHA.

Similarly, although disciplinary policies are an essential component of an effective safety program, an overreliance on discipline to manage safety or a disciplinary policy that is inconsistently applied can harm employee engagement and morale, deter injury and illness reporting, and even trigger retaliation claims from OSHA. Therefore, it's critical for organizations to carefully design and implement both incentives and discipline, balancing practical and legal considerations with effective strategies that motivate employees and contribute to a strong culture of safety.

**Join us for an informative webinar on August 22** that will provide guidance on developing effective, compliant incentives and disciplinary strategies that strengthen safety, boost engagement, and stay on the right side of the law. You'll learn:

- The impact of OSHA's evolving guidance on rate-based incentive programs and how to adjust your programs in response
- Which incentives and disciplinary strategies can raise red flags with OSHA and how to avoid them
- How to strike the right balance between incentives and discipline to boost employee engagement in safety without deterring reporting
- Strategies to identify and implement effective incentives that strengthen your safety culture
- And much more!

## **Speaker**

 **Emily Scace, Senior Content Specialist, Safety, BLR**

Emily Scace is a Senior Content Specialist for BLR's safety publications. She writes and edits detailed regulatory analysis, newsletters, training content, special reports, white papers, news articles, and other materials to help businesses understand and follow OSHA and DOT compliance obligations. Emily also researches and writes about occupational safety and health regulations, enforcement trends, safety-related best practices, and safety culture; delivers webinars and presentations on a variety of workplace safety topics; and more.

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