

# Creating an Effective and Sustainable Safety Culture

written by Lauri Moon | November 1, 2018

Manufacturers want their employees to be safe. Yet despite their best intentions, many manufacturers still lack effective practices and policies to keep workers safe. Safe employees are more likely to trust management and be engaged in their work and willing to identify and solve problems.

In this webinar, we'll explore Milliken's Safety structure and how you can help drive safety performance and continuous improvement by establishing associate leadership as the cornerstone of your system.

Key Takeaways:

- How a foundation of safety can build trust and engagement within your organization and leads to complete ownership of the process
- Ways to support the process through tools, education, and recognition
- Barriers and challenges to employee involvement

## Speaker

 **Jordan Workman, Director of Client Development for North America & Europe, Performance Solutions by Milliken**

Jordan Workman serves as Director of Client Development for Performance Solutions by Milliken. He works with multi-national manufacturing clients to help them assess their operational performance and create strategies to deliver on corporate performance expectations. Clients served span a variety of industries, including agriculture, automotive, pharma, chemical, food and beverage, mining and specialty plastics.

Prior to joining Performance Solutions by Milliken, Jordan was employed by Owens Corning for almost a decade, where he last served as Marketing Director for a global business unit and was responsible for creating and executing a go-to-market

strategy that aligned commercial, supply chain, and operational capabilities. He also served as Business Development Leader for greater China based in Shanghai. He brings a wealth of knowledge on how to bridge cross-cultural differences and drive performance in the journey to business excellence.

Jordan holds a degree in Economics & Political Science from West Virginia University.

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# **The Human Factor in OSHA Enforcement and Compliance**

written by Lauri Moon | November 1, 2018

Your company has a great occupational safety and health program. It trains its employees and has a safety incentive program that employees love. Then an employee ignores his training and fails to lock out a machine, injuring himself, and OSHA comes knocking. This webinar will explore the human factor in occupational safety and health and how it impacts OSHA enforcement actions.

## Topics covered will include:

- Acknowledging that OH&S programs can only minimize risk, not eliminate it
- Factors that lead to a successful OH&S program, including training, auditing, and discipline
- How to instill a safety culture at your company with employee buy-in
- Determining leading indicators of OH&S risks rather than relying on lagging indicators
- How to defend an OSHA citation where the condition cited resulted from employee misconduct.
- How to establish the employee misconduct defense

## 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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# **Calculating Safe Distances - An Application of Presence Sensing Devices**

written by Lauri Moon | November 1, 2018

The effectiveness of particular types of safeguards depends in part on the correct positioning of the relevant parts in relation to the danger zone. ISO 13855 primarily defines human approach speeds. These approach speeds need to be considered when designing safety measures and selecting the appropriate sensor technology. Different speeds and sizes are defined, depending on the direction and type of approach. Even an indirect approach is considered.

Viewers will learn:

- Safe distance formulas for different presence sensing devices
- Calculation techniques of stop time
- Application standards used for presence sensing devices

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# **Webinar: 5S Your Safety Data**

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As safety leaders, we collect countless amounts of data: risk assessments, behavior-based activities, training records, hazard identifications, and incident investigation reports, just to name a few. Using the 5S methodology as a framework, the panelists will discuss how to organize your company's safety data by undergoing a comprehensive review of what workplace activities act as leading indicators to drive injury prevention and how you will drive the completion of these events to develop a stronger safety culture.

This webinar introduces an exciting partnership between (2) safety industry leaders: ProcessMAP, an EHS Management Software company, and C.A. Short Company, an employee engagement and safety incentive company. These technological platforms are solution-based tools that will help reduce the administrative nightmare that is EHS data management.

## **Speakers**

 **Todd M. Shannon, Vice President of Sales and Marketing, C.A. Short Company**

Todd Shannon, VP of Sales and Marketing at C.A. Short Company, has more than 25 years of sales and marketing leadership experience. Prior to joining the C.A. Short Company family, Todd helped Unilever, as well as other Fortune 500 companies,

grow exponentially. His ability to develop processes and systems enveloped in a culture of empathy, compassion, and respect, makes him expertly qualified to help companies create meaningful ways to build an engaging and safe company culture. And his extensive experience in the consumer packaged goods sector uniquely positions him as an in-demand speaker and thought leader for all things safety, engagement, and recognition-related.

**✘ Harold Gubnitsky, President and the Chief Strategy Officer, ProcessMAP Corporation**

Harold Gubnitsky serves as the President and the Chief Strategy Officer at ProcessMAP Corporation. He is responsible for the overall corporate development, strategy, strategic relations, analyst relations and business development, and has served as a founding board member of ProcessMAP since 2000.

Prior to joining ProcessMAP, Harold served as a Managing Director for XL TechGroup, a company with a distinctive business model focused on continuously inventing, funding, and growing new market facing businesses to address global unmet needs with unique and sustainably differentiated business models. Harold also served as a Vice President and practice leader at Cambridge Technology Partners, the first publicly traded Strategy and IT consulting service company. Harold started his career and spent several years as part of the management team of Accenture/Andersen Consulting, leading teams to deploy advanced technology business solutions across a number of industry sectors.

**✘ Hilary Framke, EHS Leader**

Hilary Framke is an EHS Leader from a top global manufacturer of medical devices. While her company innovates the market to bring technology to life, their safety performance leads the industry with injury rates 6x lower than competitors. Her network of EHS leaders across the globe foster programming and drive record-breaking performance for thousands of workers in diverse professional settings including: manufacturing, office, service & repair, and distribution. Hilary began as a Safety Technician and has direct experience with every pain point that data collection, verification, and communication creates for EHS professionals. Joining as

a panelist, Hilary will share her unique experience with the ProcessMAP software and how a partnership with C.A. Short Company can drive the integration of safety data into a system that creates positive reinforcement for actions that proactively manage risk and prevent workplace injuries.

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# **Webinar: Microlearning and Behavior-based Safety (BBS)**

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Training for BBS and safety have not advanced significantly over the past several decades, but the world we live in and our workforce have. Up until recently, training options have been limited to classroom sessions and long computer modules that check the box but often don't do much to improve results.

Enter microlearning, a relatively new concept that supports today's work environment and prepares your workforce for future success. On the scenes since 2012, microlearning helps employees better remember critical safety information and change their behavior to actually move the needle on the safety metrics that

matter most to your business.

In this webinar, we'll share real-world examples of organizations that have been leveraging microlearning as a critical component of their safety excellence strategy and behavior-based safety programs to change behavior, drive down safety incidents, and instill a safety culture. We will examine what you need to have in place to be successful with microlearning and how it can support you in your efforts to achieve safety excellence.

Specifically, you will learn:

- What microlearning is (and isn't)
- What you need to have in place to set up your organization for success
- How microlearning can impact each phase of BBS
- 3 examples of companies that are using microlearning and getting results

## **Speakers**

### **Terry L. Mathis, Founder and CEO, ProAct Safety**

Terry L. Mathis 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 NSC events. 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. Terry has been a frequent contributor to industry magazines for more than 15 years and is the coauthor of five books and more than 100 articles and spoken at hundreds of private and public events. EHS Today has listed Terry four consecutive times as one of 'The 50 People Who Most Influenced EHS'.

### **Carol Leaman, CEO, Axonify Inc.**



Carol Leaman is the CEO of Axonify Inc., a disruptor in the corporate learning space and innovator behind the Axonify Microlearning Platform—proven to increase employee knowledge and performance necessary for achieving targeted business results. Prior to Axonify, Carol was the CEO of PostRank Inc., a social engagement analytics company that she sold to Google in June 2011. Previously, Carol held CEO positions at several other technology firms, including RSS Solutions and Fakespace Systems. Carol is a frequent speaker, a regular contributor to Fortune magazine and a well-respected thought leader, whose articles appear in various learning, business and technology publications. She also sits on the boards of many organizations, both charitable and for-profit, and advises a variety of high-tech firms in Canada’s technology triangle. Carol has won multiple awards, including the Waterloo Region Entrepreneur Hall of Fame Intrepid Award (2011) and the Sarah Kirke Award (2010) for Canada’s leading female entrepreneur and she is a finalist for the Techvibes Entrepreneur of the Year Award (2017).

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# Webinar: E-Learning Trends and Tools - How to Make Safety Training More Engaging


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E-learning is transforming the way organizations are providing safety and compliance training to employees. New tools that leverage mobile devices are making training opportunities more convenient with the ability for employees to receive learning any time of day at nearly any location. They are also adding to the effectiveness of training, with the use of video, microlearning and gamification making for a more interesting and interactive learning experience.

In this webinar, we will explore the different learning and development needs and challenges faced by organizations today. By combining flexible e-learning tools with classroom training, leaders can develop a customized learning experience based on the unique training needs of an organization, which will result in a more prepared and safer workforce.

- The power of video and interactivity to make learning stick
- Why Do-It-Yourself customized e-learning content is an important part of employee engagement
- 4 ways microlearning can improve your safety training
- Key organizational challenges in learning and development

## Speaker

 **Steve Zuckerman, Global eLearning Product Manager, DuPont Sustainable Solutions**

Steve is responsible for the design, commercialization, and management of DuPont Sustainable Solutions eLearning business including the development of CoastalFlix, an online streaming video marketplace. He is also involved in software product marketing activities including building business and strategic plans. Steve has held

roles in sales management, market and business analysis, and strategic content development.

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# Webinar: Mitigating Safety Risk Throughout Your Supply Chain

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Every company's supply chain is critical to maintain production and ultimately the success of the company. Companies that fail to work with their vendors, suppliers and contractors (supply chain) to identify, detect, monitor and mitigate their safety and health issues, risk the real potential of interruption of the supply chain's ability to provide the contracted services or goods. The result is the loss of business and profitability for the company as a result of the company's inability to meet the demands and requirements of their clients because of the supply chain default.

This program will examine how companies can work with their supply chain to identify, detect, monitor and mitigate safety and health risks which could cause disruption of services and products to the company. The program will also discuss how to focus on supplier risk management in order to collect, analyze and manage the safety and health supply chain. Also, there will be an examination of the supplier performance information to identify red flags within each vendor, supplier and

contractor. Finally, the program will discuss how focusing on these issues will lower our supply chain risk while improving productivity and profitability of the company.

### **Learning Objectives:**

- Understanding how your company's supply chain impacts its ability to meet your client's needs;
- How to gather the data and information from your supply chain in order to identify potential safety and health risks;
- How to help your supply chain members understand how failure to identify and mitigate safety and health risk will impact the continued success of their companies and;
- How to assist your supply chain member in developing the policies and procedures to address identified risks and follow-up to ensure the identified risks have been addressed.

### **Speaker**

#### **Edwin G. Foulke Jr., Partner, Fisher Phillips**

Ed Foulke is a partner in the Atlanta and Washington, D.C. offices. He co-chairs the firm's Workplace Safety and Catastrophe Management Practice Group.

Prior to joining Fisher Phillips, Ed was the Assistant Secretary of Labor for Occupational Safety and Health. Named by President George W. Bush to head the Occupational Safety and Health Administration (OSHA), he served from April 2006 to November 2008. During his tenure at OSHA, workplace injury, illness and fatality rates dropped to their lowest levels in recorded history.

For more than 30 years, Ed has worked in the labor and employment area, focusing on occupational safety and health issues, workplace violence risk assessment and prevention, whistleblower protection, and accident and fatality prevention. He is recognized as one of the nation's leading authorities on occupational safety and health and is a frequent keynote speaker and lecturer on workplace safety, leadership development, and other labor and employment topics.

Ed has testified before the U.S. Senate and U.S. House Congressional Committees

on occupational safety and health issues.

He also served on the OSHA Review Commission in Washington, D.C., chairing the Commission from March 1990 to February 1994. Ed is the only person in the United States to serve as both head of OSHA and Chairman of the Review Commission. Ed was named one of the “50 Most Influential EHS Leaders” by both EHS Today (2010, 2011, 2012 and 2013) and Occupational Hazards (2008) magazines.

Ed currently serves on the EHS Today Safety Leadership Board of Directors and on safety committees for the Associated Builders and Contractors, the Georgia Association of Manufacturers, the U.S. Poultry Association, the Solid Waste Association of North America, the National Association of Tower Erectors, and the Georgia Chamber of Commerce.

He is “AV” Peer Review Rated by Martindale-Hubbell. Ed is also co-editor of the firm’s Workplace Safety and Health Law Blog.

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# Webinar: An Employee-Centric Approach to Improving Safety

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Employee safety must come first - for the health of both workers and the bottom line. Safe employees are more likely to trust management and be engaged in their work and willing to identify and solve problems. Changed safety processes and changed employee mindsets lead to significant quantitative benefits from increased production performances to reduced worker compensation costs and health premiums.

In this webinar, we'll use real world examples to outline why organizations must address people and culture long before applying new tools. We will examine systematic approaches to safety excellence that focus on the human element.

Key Takeaways:

- How to win the hearts and minds of those you lead
- How small wins can improve overall morale and lead associates to success
- How organizations can align plant operations to the overall strategic goals of the company
- Achieving individual and Organizational Change

## Speakers

 **Phil McIntyre, Managing Director, Performance Solutions by Milliken**

Phil's career is steeped in thirty years' worth of business leadership and manufacturing expertise. Phil has successfully worked with and led several business units within Milliken & Company to profitable growth and financial sustainability. Prior to his business leadership roles, Phil led the implementation of Milliken Performance System for the Performance Products Division and served as Director of Cost Improvement, where he was responsible for strategic cost reduction efforts.

Phil has also spent time as the Pursuit of Excellence Director responsible for

integrating customer needs (and wants) with manufacturing and business capability. Early in his career, Phil worked in four different manufacturing locations, holding multiple positions ranging from quality to cost. Phil credits this early diversity in job responsibility and scope as the beginning of his in-depth knowledge of continuous improvement; his appreciation for sustainable, empowered safety processes and systems; and his understanding of the critical nature of establishing the right financial metrics to drive the right behavior. Phil holds a degree in Industrial Engineering from Clemson University and a Master of Business Administration degree from Wake Forest University.

 **Cara Thompson, Managing Director of Operations, Performance Solutions by Milliken**

Cara Thompson, Managing Director of Operations, has worked for Milliken for 20 years, starting as a Product/Process Improvement Engineer at our Dewey Chemical Plant in Inman, South Carolina. She quickly rose through the ranks as a Department Production Manager, a Senior Production Manager, a Process Improvement Leader at two different manufacturing sites and then as a Plant Leader, also for two sites. Before joining Performance Solutions by Milliken, she led the North American Plastics Additives Technical Service Group as a Development Manager. Cara has worked with clients around the world, representing multiple industries, helping all levels of an organization in areas of Engagement Design & Leadership, Instruction Design, Development & Delivery, Cost Management, Performance Facilitation, Leadership Coaching & Development, and Project & Change Management. Cara has a degree in Chemical Engineering from Clemson University and a Masters of Business Administration from the University of South Carolina.

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