



Lightspeed: The Fastest Way to Reducing Injuries (Without Using Hyperspace)

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Advisor SafeStart**



- SafeStart Senior Consultant Since 2005
- US Marine Corps/Desert Storm veteran
- **National Safety Council's Top 10 Speakers**
- Author of *The Core of Four: 4 Tools to Navigate Roadblocks*
- 2018 ASSP Society-Wide Safety Professional of the Year
- 2018 NSC Distinguished Service to Safety Awardee
- ASSP Board of Directors
- BCSP Ambassador
- Hobbies: golf, baseball and hanging out with the family



Baseball in Arizona

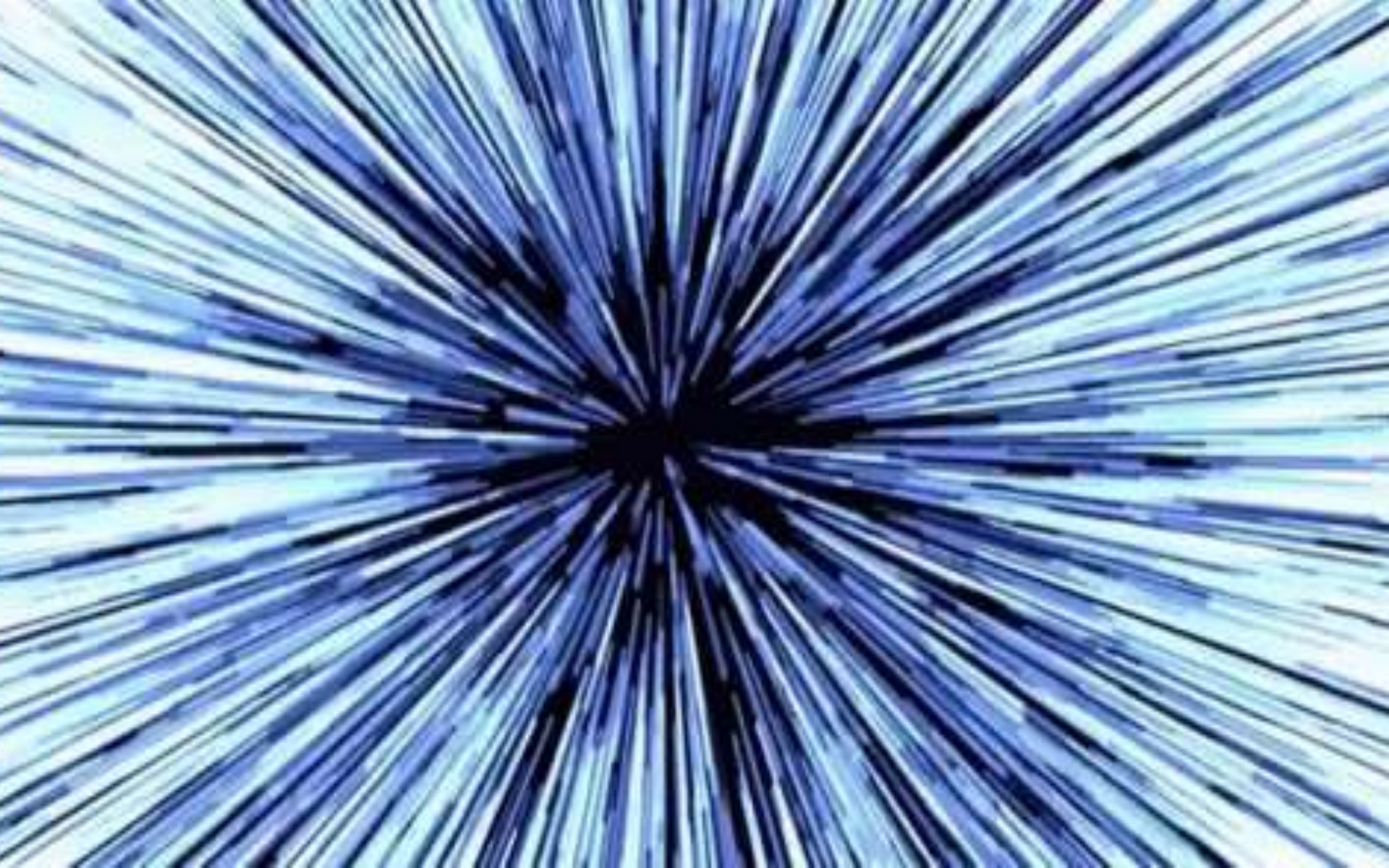


- Defining Lightspeed and Hyperspace
- Connecting to Climate and Culture
- 3 Safety Discoveries
- 5 Challenges
- Dangerous Things?
- Compliance First
- Warp and Hyperspace usually Fails





Lightspeed?





Warp?



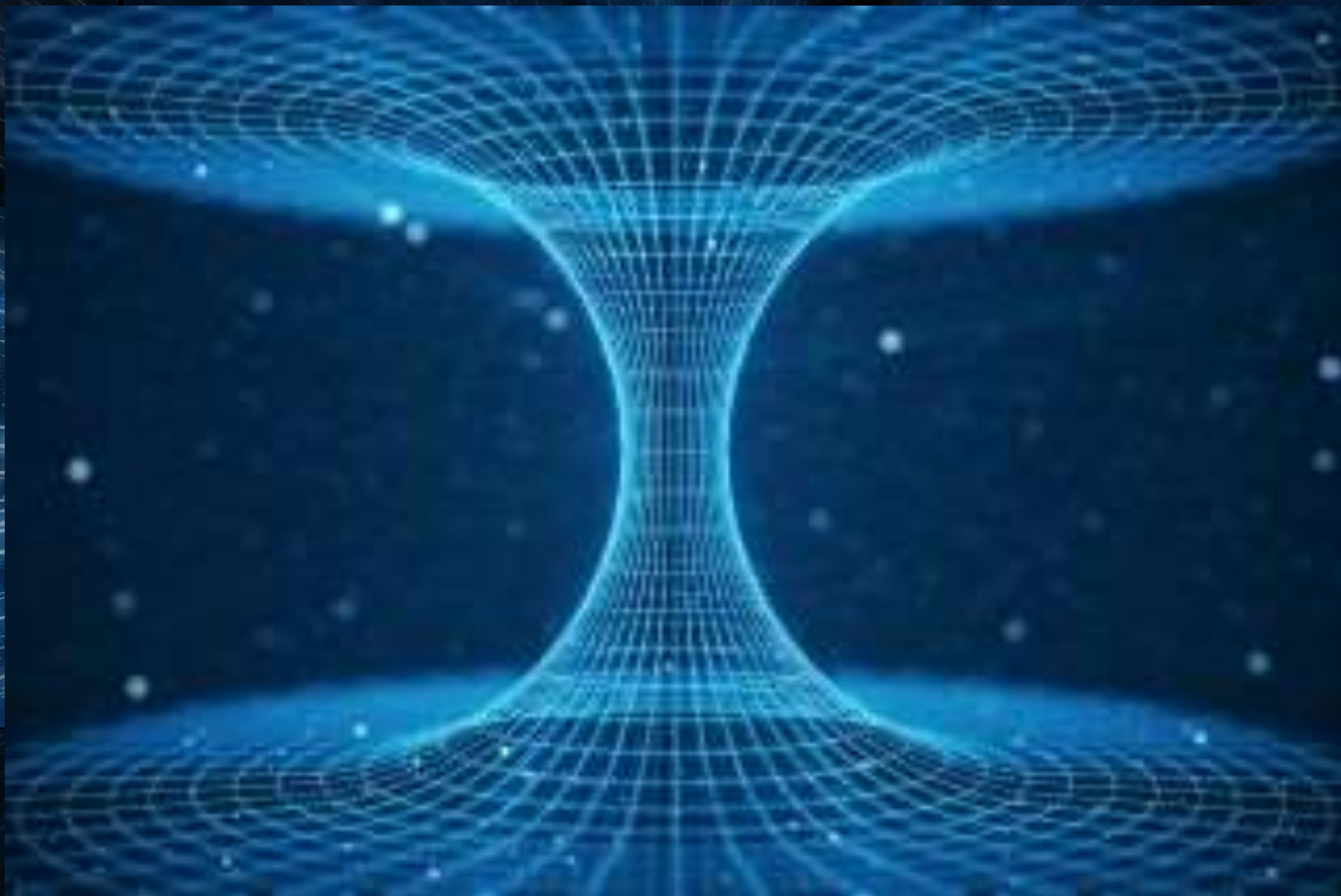
Hyperspace
Wormhole





STRANGER
THINGS







You need lightspeed to travel
through a wormhole or hyperspace.

When we work on safety initiatives, we sometimes find the easiest and less restrictive means. We want to travel at lightspeed, but we often warp the way we go about it. We look for wormholes. – Speaking of Light speed...



Sharon Corbett
PHOTOGRAPHY



Disney
ENCANTO





How Do you Define Culture (Two Words or Less)

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Tim's 3 Assumptions

1. Worked hard to comply with Government
2. Want to improve safety culture by reducing injuries
3. Expecting to see a CSP dressed as a jedi.







3 Experiential Discoveries

- #1 Compliance or procedures alone isn't enough.
- #2 There are several stages to world class safety. You just can't jump to hyperspace.
- #3. There are 5 major challenges we all face.

Discovery: #1



Compliance or procedures alone isn't enough.





A person is walking a tightrope across a deep, forested valley. The person is shirtless and wearing dark shorts, leaning forward as they balance. The background shows a vast landscape with green trees, a winding road, and distant mountains under a clear sky. The foreground on the left is a rocky cliffside with some pine trees.

What is the most dangerous thing you have ever done?

[Mountain biking, caving, rock climbing, hockey, rugby, surfing, windsurfing white water rafting, scuba diving, snow boarding, snow skiing, base jumping, skydiving, hang gliding, driving at excessive speed, etc.]

What is the worst injury you have ever had?

Anyone match?

Industrial safety management has focused mostly on “deliberate risk”
Or the amount of hazardous energy and “Non-Compliance”
The Trend on Social Media warps these activities.



Do you think this was deliberate?



Where Was Compliance Here?



A Paradigm Shift (A leap)

We typically raise our awareness when we expose ourselves to the most dangerous things we do. Complacency and other states are a better predictor for Serious Injuries and Fatalities instead of the amount of Hazardous Energy (Lightspeed).



OSHA Says So

Taking the stance that OSHA says we have to is fine.

It is a great motivator for management but not employees.

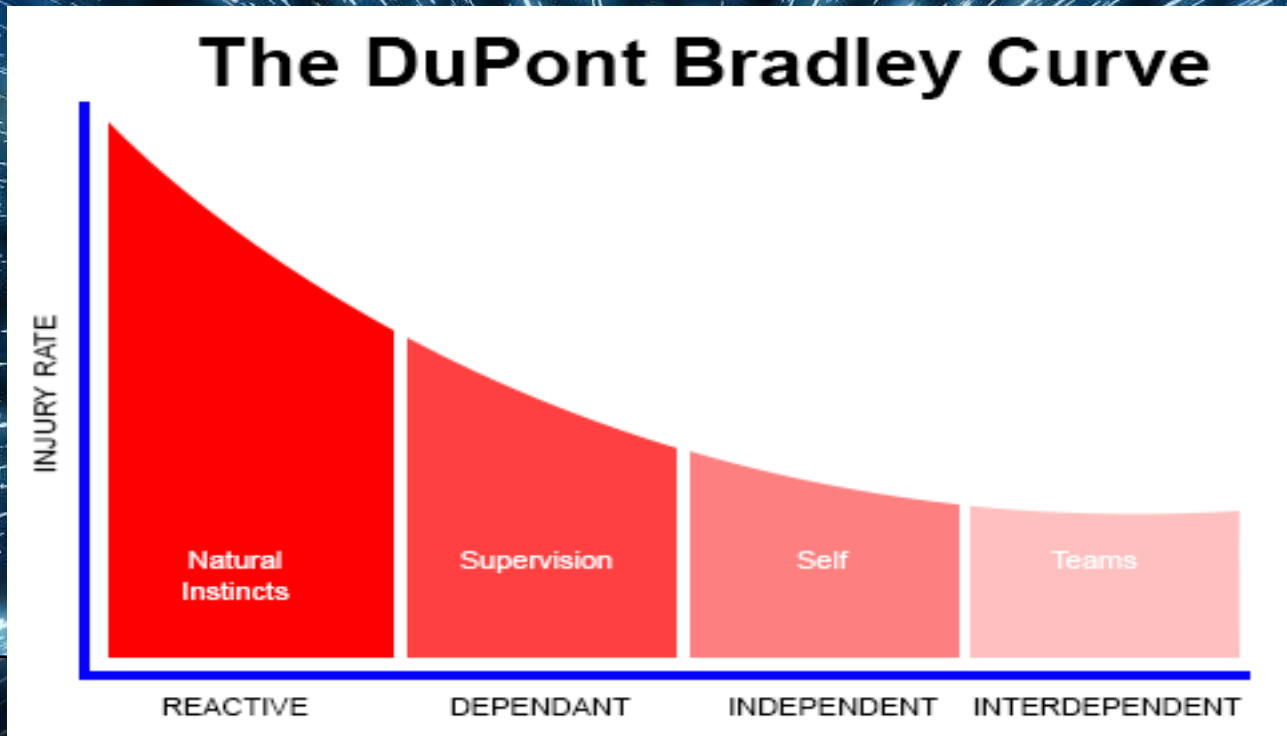
Does not provide safety leadership

Having it be your staple approach (Foundation) is not.

It does not develop a positive culture

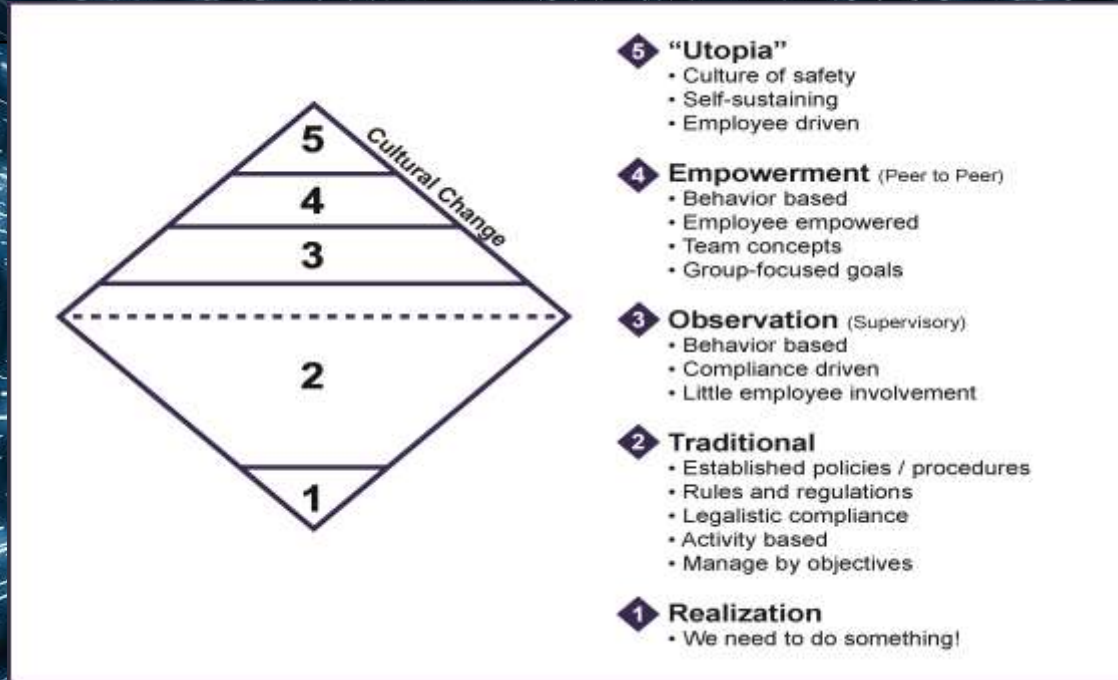


Discoveries #2



There are several stages on the journey to world-class safety. (Culture)

Discovery #2



There are several stages...how to get to utopia?

Discovery #2



There are several stages on the journey to world-class safety.

THE 80/20 rule

Effort

20% of the effort produces
80% of the results

Results

But the last 20% of the results
consumes 80% of the effort

For many events, roughly 80% of the effects come from 20% of the causes

- Pareto

Safety people are really (really) busy.
Safety Prioritization and the Pareto Principle

Compliance First No Hyperspace

Job safety analysis
Accident /incident investigations
Written procedures
Pre-use equipment checklists/permits
Training records
PPE standards
Hierarchy of Controls
etc.



Chat Discussion:

Identify Your biggest challenge with your current workforce that is very difficult to overcome.

Examples:

Not Engaged

Breaking Rules, etc...

**What is your biggest challenge with your workforce
towards a great safety culture?**

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Discovery #3: Five Major Challenges

- #1 Safety cops don't change worker behavior long term.
- #2 Employees are not permitted to VENTTT.
- #3 Workers don't know you care 24/7.
- #4 Blame only works if you are willing to blame yourself first.
- #5 Fear leads to poor reporting: Lead by example.

Challenge #1

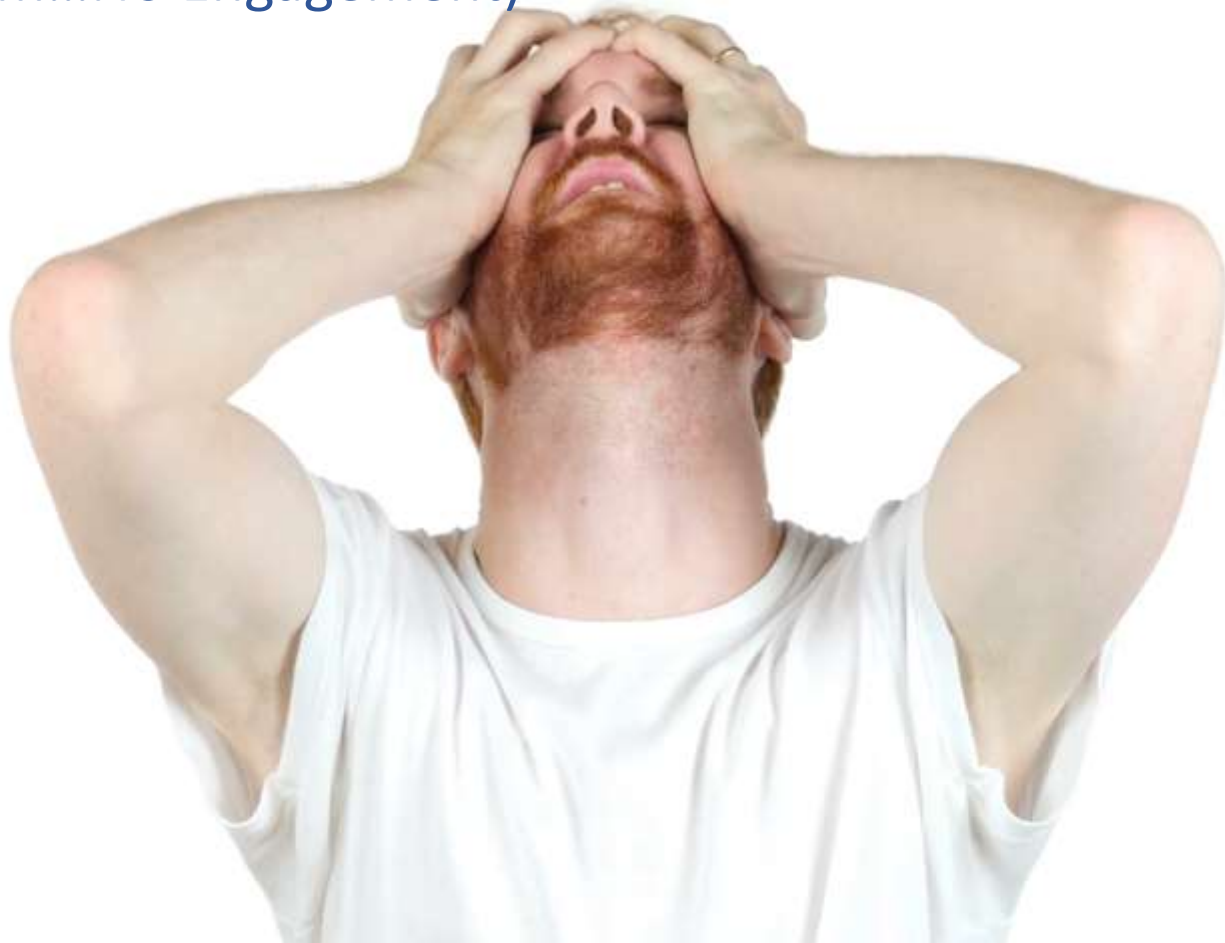
Who Here Has Been Pulled Over By a Cop?



Lilburn, GA
Lowell, MI
Robstown, TX
Tulsa, OK
Silsbee, TX
Molalla, OR
Florissant, MO
Mesa, AZ
And, Many Others

Challenge #2

Employees Are not Permitted to VENTTTT
(No Platform...No Engagement)



LIGHTSPEED (Give a Platform)



VENTTT:

Voice Concerns

Explain Everything: Whenever

Near Miss Potential (Did you ask how much worse it could have been if...)

Treat, TRUST and Train (Treat Everything with Stop Work Authority)

LIGHTSPEED (Give a Platform)



Ed Stephens Says:

Harvest Frustrations and allow employees to vent.

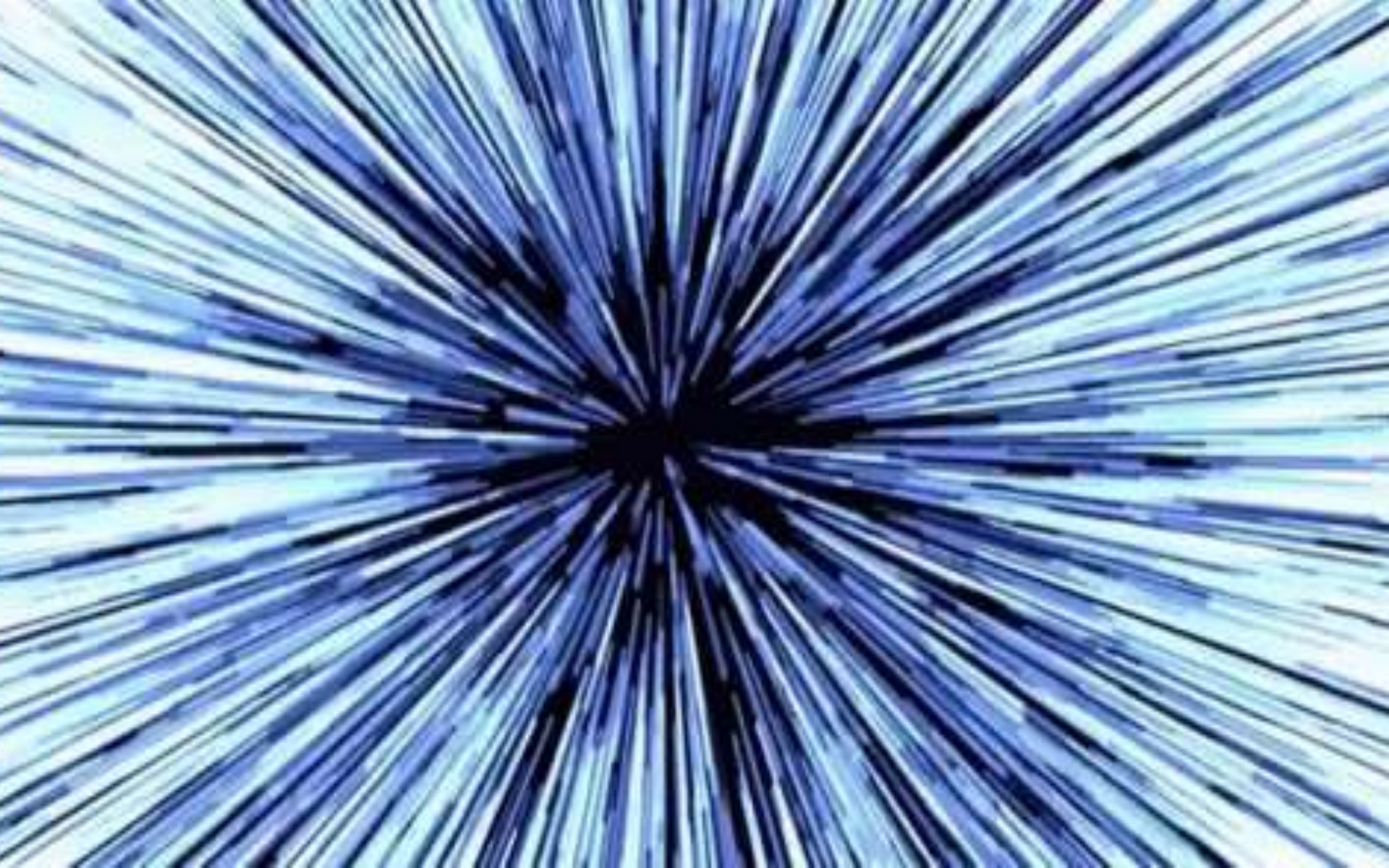
We often put the speed before the ship...



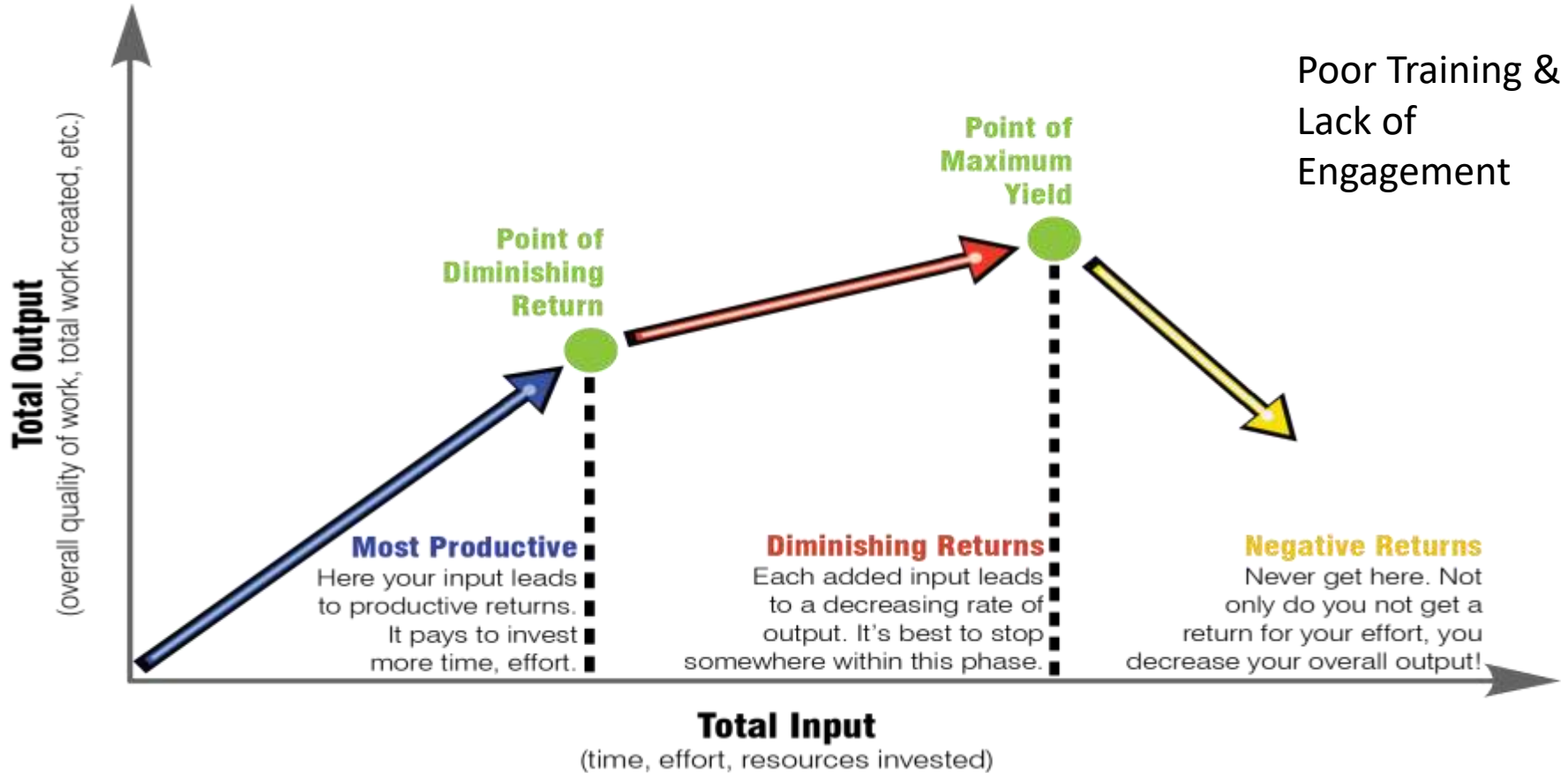
This	Before	That
Compliance	- >	Behavior
Behavior	- >	Skills
Skills	- >	Advanced Awareness
Personal Agenda	- >	Corporate Agenda
Personal Accountability	- >	Observation & Feedback
Safety	- >	Production



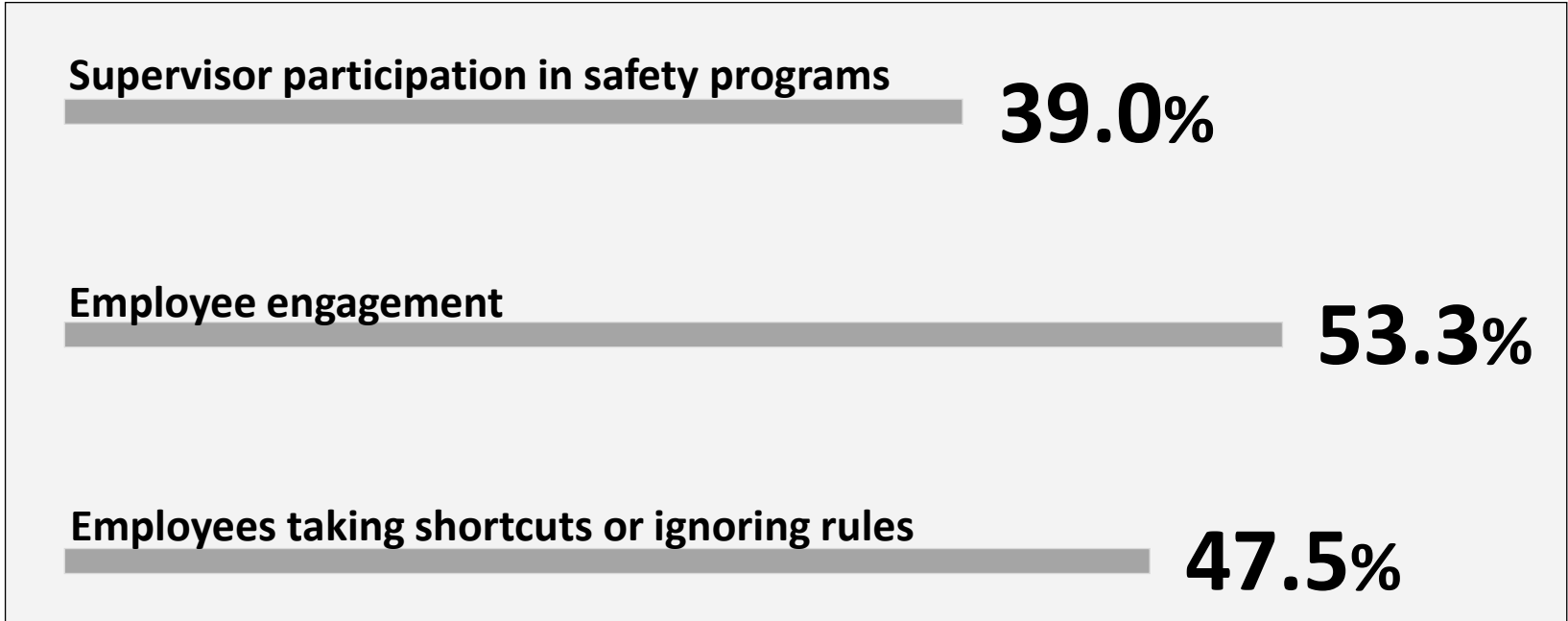
Production



Law of Diminishing Returns (Warp)



SURVEY: LOW ENGAGEMENT (WARP)

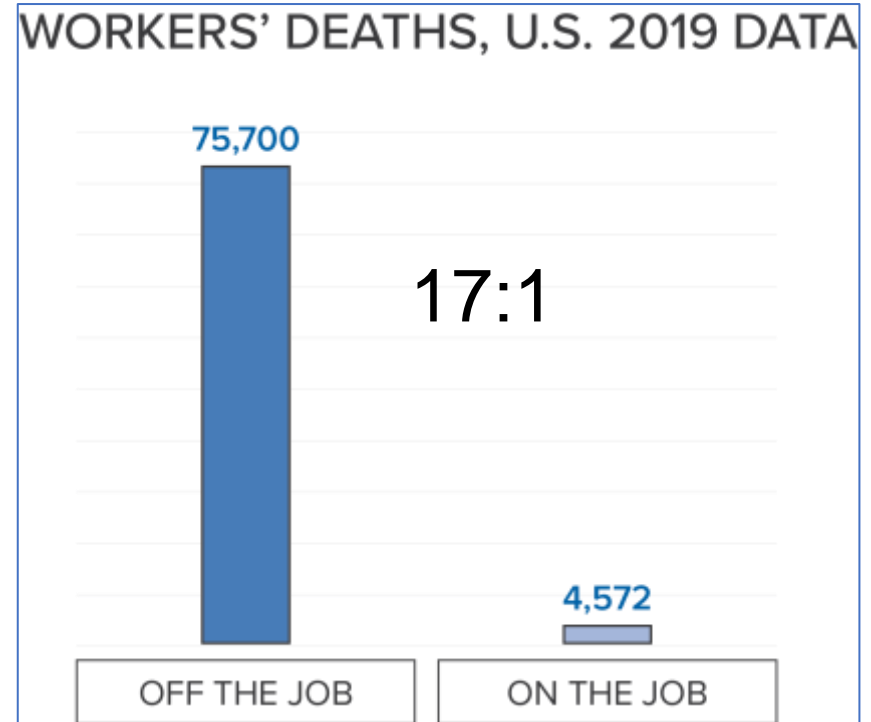
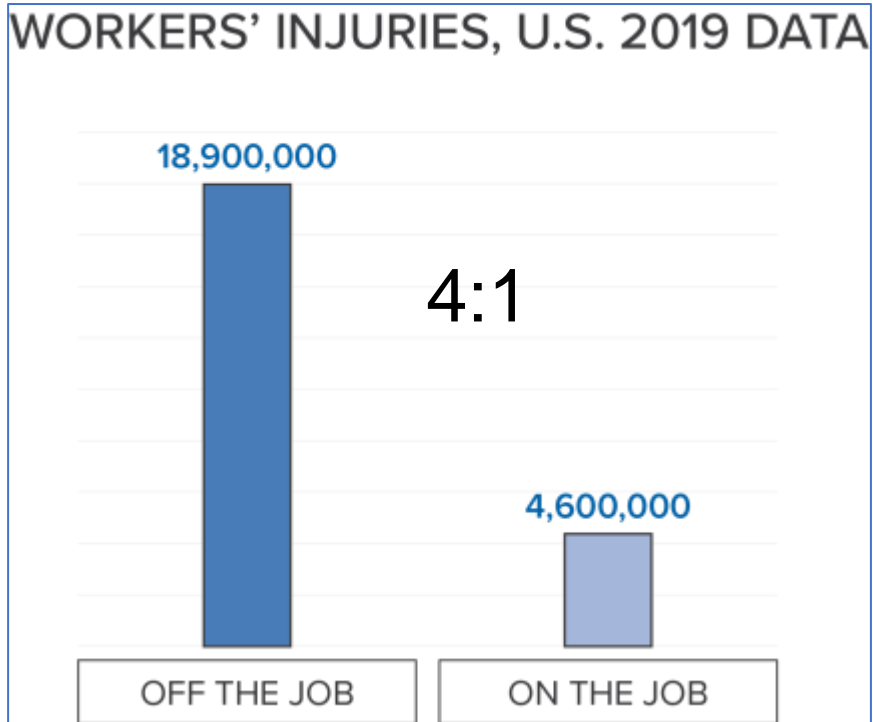


What Do These Challenges Have In Common?



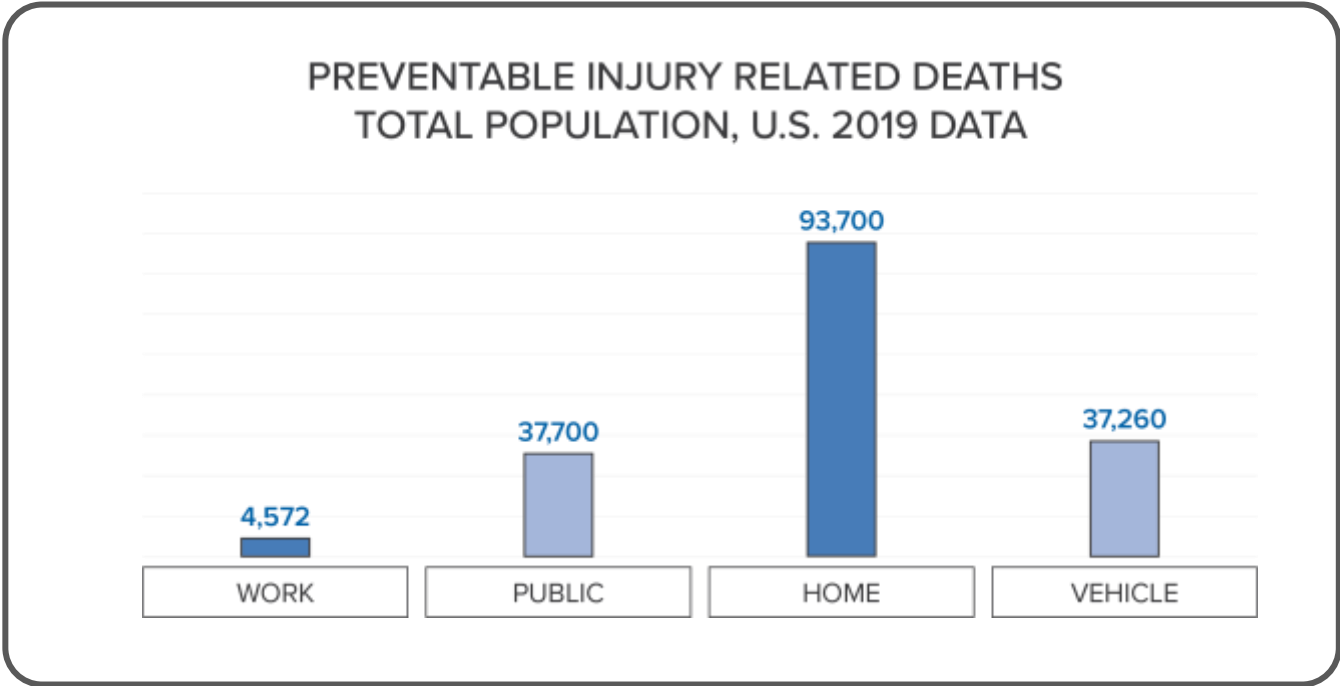


ON AND OFF THE JOB INJURIES



Source: <https://injuryfacts.nsc.org/all-injuries/overview>

SAFEST PLACE FOR PEOPLE TO BE?



Source: <https://injuryfacts.nsc.org/all-injuries/overview>

OS&H MANAGEMENT SYSTEMS (COMPLIANCE)



- Job safety analysis
- Accident /incident investigations
- Written procedures
- Pre-use equipment checklists/permits
- Training records
- PPE
- Hierarchy of Controls
- etc.



CHALLENGE #3 SAFETY ISN'T 24/7

“It’s got to be 24/7.

It’s about skills and habits

Don’t overthink it.”



UTC Aerospace Systems

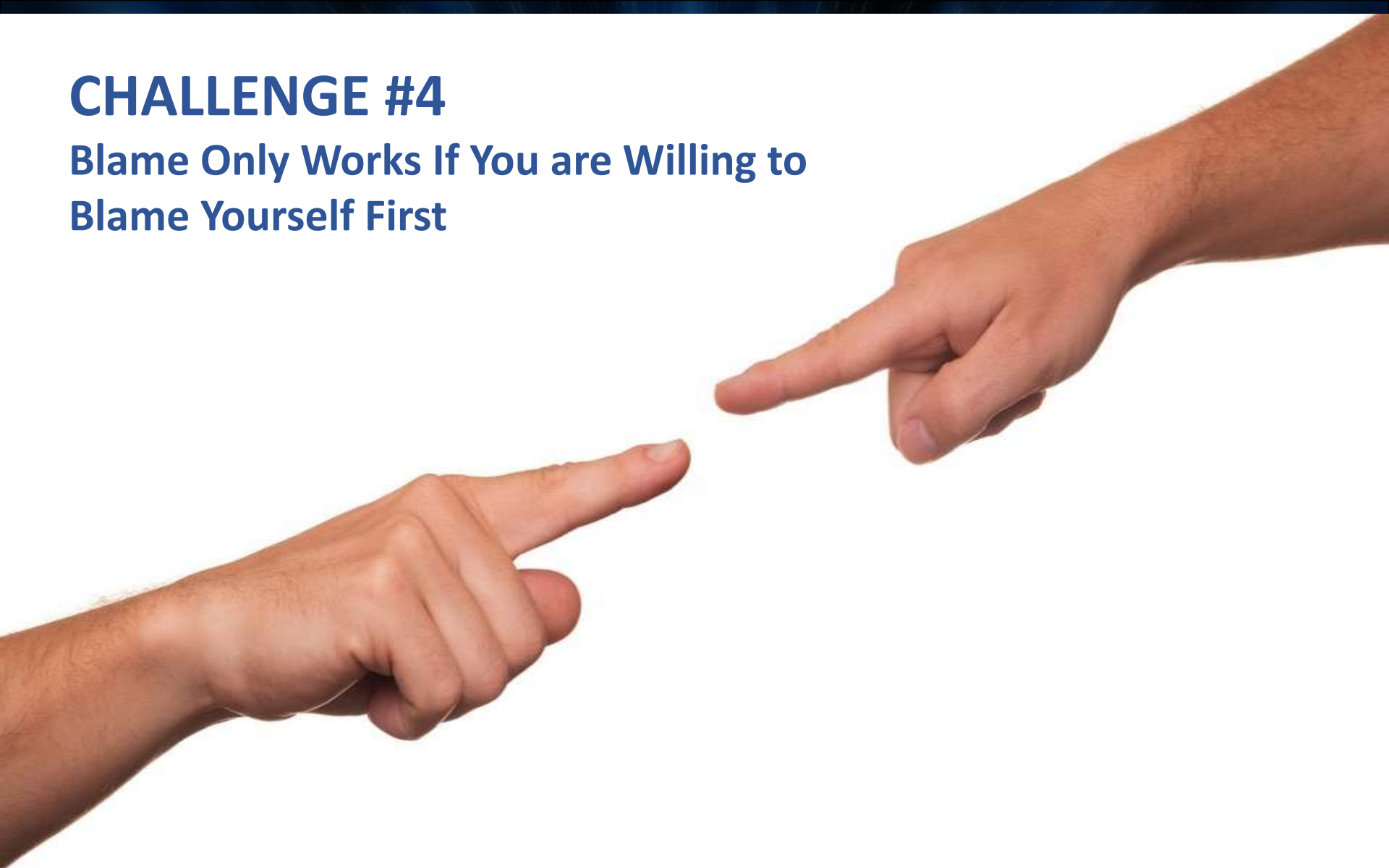
Michael Lutz,

EHS Director, UTC



CHALLENGE #4

**Blame Only Works If You are Willing to
Blame Yourself First**

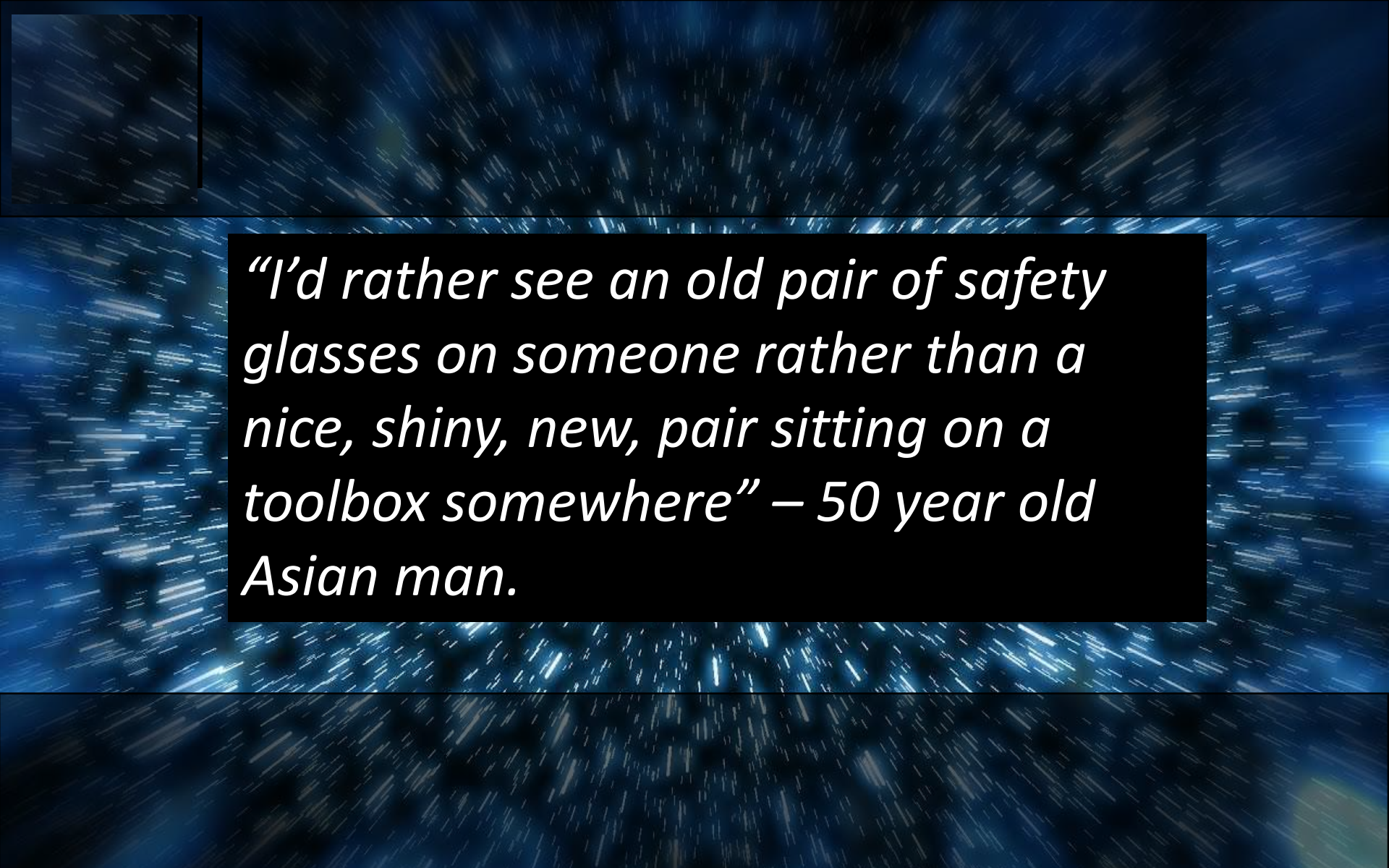




FEAR IS A LIAR

CHALLENGE #5

**FEAR LEADS TO POOR REPORTING,
AMONGST OTHER THINGS**



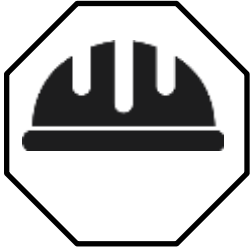
“I’d rather see an old pair of safety glasses on someone rather than a nice, shiny, new, pair sitting on a toolbox somewhere” – 50 year old Asian man.



Summary

1. Compliance first
2. Then look for the biggest opportunity
It's almost always people/human error/human accuracy
3. Avoid pushing into diminishing returns
4. Identify Gaps in Your Top Challenges(AVOID WARP AND HYPERSPACE)
5. Make Safety 24/7 (Care about them all the time)
6. Fear is unfortunately a great motivator.
7. What are your climate success factors?

• SAFETY CLIMATE SUCCESS FACTORS



NO-BLAME MINDSET

Pause. Think. Respond.



FRESH EYES

Spot hazards and assess the risk.



SYSTEMS AND DATA

Learn from reporting, team input and analysis.



PERSONAL COMMITMENT

Demonstrate that you care about keeping people safe.



TRUST AND ENGAGEMENT

Engage co-workers with open communication.



ACTIVE LEADERSHIP

Inspire action through what you do and say.

Thank you for attending!

Tim's Book
Now Available.

