Dialogue as the key to a culture of occupational safety in an organization

Ekaterina Aleksandrova Senior HR Consultant





offices in Russia:

Moscow Saint-Petersburg Volgograd Samara Novomoskovsk Kaluga Novosibirsk Ekaterinburg Nizhniy Novgorod Obninsk Togliatti



from

year in Russia

8500

associates in administrative management

clients

countries:

Russia Belarus Kazakhstan

Let's discuss

Why do employees breach the rules?

What is managers' area of influence?

How to inspire employees to act safely?





Why do employees breach the occupational safety rules?

You know it's dangerous ...

We have a new document on labor protection – get acquainted...

We need to complete the task today, there is no time at all...

...dangerous, but maybe it will work

...how many instructions! How to combine?!

...it takes a very long time to do everything according to the instructions

Mature leadership

Ensure rules implementation

Observe the situation

Support team

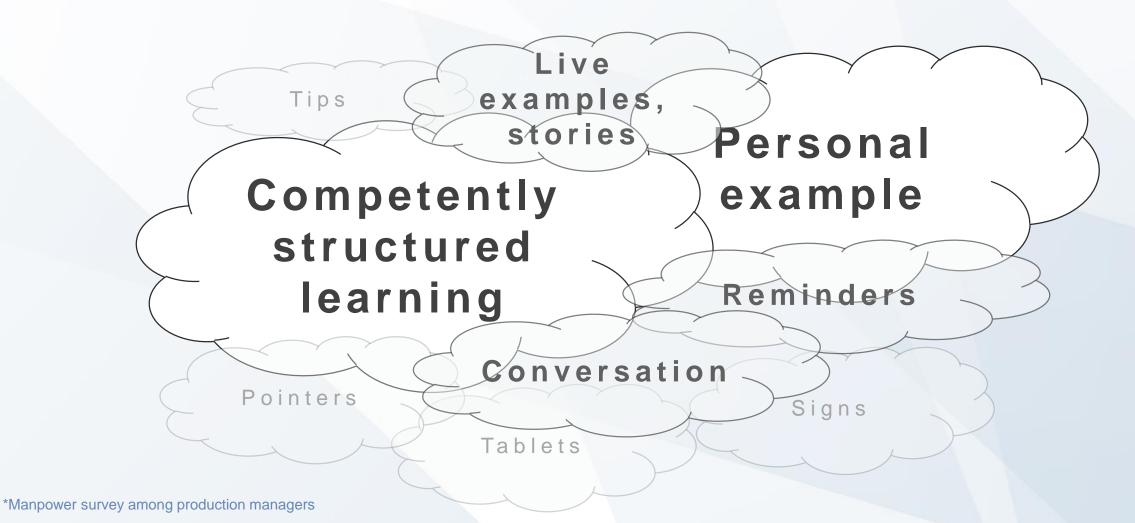
Act ahead of the curve

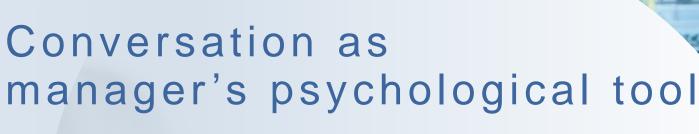
Provide transparency





What helps managers to ensure occupational safety?*





Increases employees' confidence

Promotes mutual assistance in team

Stimulates initiative

Affects efficiency



Occupational safety dialogues

Held systematically in an atmosphere of respect

The employee reflects, the manager asks more questions

Manager does not give direct hints – gives illustrative examples from life

Managers regularly share experience with each other, provide mutual support



Occupational safety psychology seminars

Individual interview

Interactive knowledge library

Mastermind sessions on specific occupational safety topics

Training for speakers from the team

Pulse survey

"People don't believe what you tell them. They rarely believe what you show them. They often believe what their friends tell them. They always believe what they tell themselves"

Seth Godin



Participants' feedback on the most valuable educational programs aspects:

"... Appreciated the opportunity to receive constant feedback from colleagues and consultants"

"... found new ways to communicate more effectively with subordinates on the topic of safety! "

"Great that you can share experience with colleagues. All of us work in different areas, sometimes something is forgotten"

"...soft skills for more effective communication"

"... an extremely useful program for any aspects of communication at work and beyond! "

"...interaction and feedback with the team"

"...self-assessment skill"



How is occupational safety conversation structured in my company?

What psychological tools have already been used?

What is managers' role in these events?

What is managers' professional maturity level, is there any additional training needed?



We will be glad to discuss with you occupational safety culture issues

Ekaterina Aleksandrova Senior HR Consultant





ealeksandrova@manpower.ru