

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

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11

offices in Russia:

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

from

1994

year in Russia

9000

clients

85000

associates in administrative management

3

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?*



Conversation as manager's psychological tool

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

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