

"Prevention is  
our Intention"

Issued May 2005

Safety Partnership  
Group

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Website of the Month

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# Safety Partnership



Zero incidents by choice through  
Partnerships for Safety...

## Sunset in the Chemical Valley



### NEW SUPERVISOR CLASS

The New Supervisory Class is offered every Thursday at 12:30. Tuesday afternoon classes will be added on demand. Please register on-line at [www.sarniasafety.com](http://www.sarniasafety.com) to reserve your place in this upgraded class.

Coaching, counseling and giving feedback have been incorporated into this year's program based on feedback from over 900 Supervisors trained in 2004.

## *Supervisors told us...*

### "Our Biggest Challenge Coaching Others"

We asked Supervisors to list the biggest challenges that they face in coaching others. This is what Supervisors told us:

- Age perceptions: older worker/ younger supervisor as well as younger worker/ older supervisor
- Getting the point across
- New workers
- Teamwork: working with others
- Communication, verbal communication
- Communicating assimilated knowledge to others
- Attitudes
- Lack of field presence
- Keeping sub contractors up-to-speed
- Coaching others
- Motivating others
- Procedures that vary from site to site
- Inspiring others to work safe
- Giving and receiving feedback

## *Safe Acts Index Update:*

Several local plants have implemented the Safe Acts Index process at their facilities. Imperial Oil has had great success with their program and has assisted IEC staff as well as other plant representatives in getting started in this proactive audit system. Basell and Suncor have begun their own Safe Acts Index programs and we look forward to working with them and other industry clients as they adopt this process. This sharing of resources and program materials for the common goal of "Zero Injuries" is a great symbol of the cooperative caring culture that has been established through the Safety Partnership.

### **New Supervisory Course**

What works and what doesn't work in coaching:

#### **What works in coaching others:**

- Show Respect
- Have the knowledge
- Be patient
- Reward, praise and acknowledge
- Show that you are listening
- Respond with feedback
- Be flexible, keep an open mind
- Be enthusiastic
- Listen to workers
- Fair treatment
- Clear and firm instructions
- Job rotation from easy to hard
- State short term goals
- Positive attitude

#### **What doesn't work in coaching:**

- Negative reinforcement
- Yelling
- Showing disrespect
- Showing favouritism
- Power trips
- Thinking that you are better/ smarter than others
- Constant criticism
- Singling workers out for blame
- Intimidation
- Closed mind
- Emphasize problems not solutions
- Irrational reactions
- Unclear instructions

**Join us for a lively interactive New Supervisory Course scheduled every Thursday at 12:30!**

### **Safety Management Assessment Field Audits**

Paul Therriault, SMA Coordinator for the IEC, has received positive feedback from contractor workers during his recent SMA Field Audits. The goal is to build rapport and trust and provide an opportunity for discussions and exchange of ideas with the workers doing the job. Thanks to those plants and contractors for the encouragement and support of this program.

### *A reminder to Contractors:*

Safety Management Assessments expire after one year. Companies that have lapsed will be noted on our website. ([www.sarniasafety.com](http://www.sarniasafety.com)) Please call our office to arrange a re-assessment with Paul Therriault or Peter Stock. Main office # is 383-1222

## **MAY IS:**

Speech & Hearing Awareness Month  
National Physiotherapy Month  
National Summer Safety Week (1-7)  
Move for Health Day: May 10 2005

**WEBSITE of the MONTH**  
**Canada Health Day**  
<http://www.cpha.ca/chd/>