



# **Supervisor Accountability**

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# Supervisor Accountability

Job Factors/Goals – 3 levels of success criteria

- Use of PPE (writing and presenting JHA for exceeds)
- Attendance at Safety Meetings
- Following safety standards
- Care of tools
- Completion of Required Training (safety and technical)
- Customer satisfaction, safety, communication, procedures etc. (developmental/behavioral)
- Metrics (RIR)



What kind of safety do you teach or train leaders on at your company?

## Mostly 'science'

- Regulations
- Policies
- Procedures
- 5000lbs for anchor points
- 'Verify' is the last part of LOTO
- 3-part communication
- Slope at 34 deg in Type C soil
- Use of JSBs
- Incident reporting
- How to calculate an RIR



## Need to teach the 'art' side too – soft skills

- Leadership competencies: communication, EI, developing people, managing conflict, building culture, etc.
- Motivating to get the *want to vs have to*
- Attitude
- Doing the right thing when mom isn't looking



# Our Safety Leadership Training Journey

2003

Saw the need to illustrate to all levels of management the need to actively participate in the safety process

## R.E.A.L. Safety for Leaders

- 13 Elements of an Effective Safety Program
- Visible Leadership Commitment
- Hazard Identification/risk/contr
- Risk
- Control measures
- JSBs
- Data – metrics, inspections, WC
- Investigations
- Passport to Safety



# Our Safety Leadership Training Journey

REAL Safety had drawn to a close

What else is missing?

Preparing folks to lead a crew or team for safety

JEA Academy taught Covey for years, Situational Leadership, ACE, EDP Level I and II, etc. for professional development.

Not always couched as applying to safety





# Our Safety Leadership Training Journey

## Frontline Safety Course

-education that empowers utility safety leaders

Experienced class in February 2018

Rolled out pilot at JEA in the fall of 2018

- Had VPs, Directors, foreman, crew leaders, journeymen, SHAPE Reps, mechanics etc. attend

Rolled out to the organization in spring of 2019

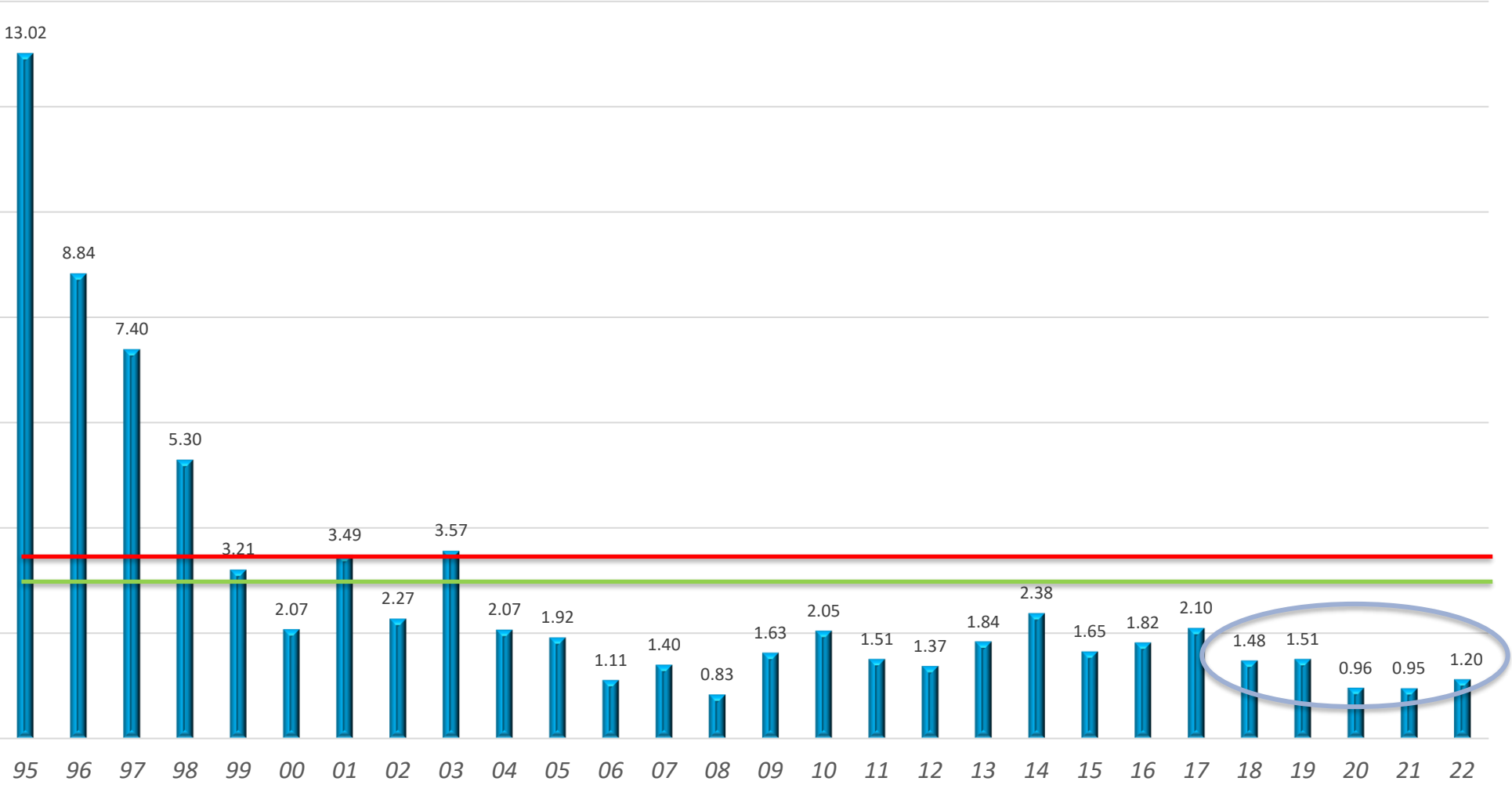
*Safety Focused Leadership – definitions, HP, Competencies, Coaching, Feedback, Tacit approval*



# Celebrate our success but...TARGET ZERO!



### RIR History



Public Utility  
US Industry Ave

