



Annual Workplace Safety and Health Conference

Safety Team Leadership Dynamics

Transforming Teams and Leaders in the Workplace

By Sherrie C. Wilson



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Emotional Intelligence

"We're being judged...not just by how smart we are, or by our training and expertise, but also by how well we handle ourselves and each other."

Daniel Goleman
Emotional Intelligence



The Problem Is...



- Today we have a highly educated but entitled workforce
- Teamwork and safety is sometimes given lip service
- There are unseen dynamics at play
- Stress demands are up



The Problem Is...

- Workplace violence is increasing
- Law suits are increasing
- Terrorist threats are up
- Leaders are doing more with fewer resources
- There is an illusion that communication has taken place, and
- Difficult conversations are not happening when needed



The Problem Is...

- “Some people are permanently angry or in a constant state of feeling sorry for themselves.
The explanation? It’s a common way to avoid the anxiety of freedom, the fear of responsibility, the resistance against owning one’s choices.
- The result? It keeps them infantilized forever, and none of the rewards of mature leadership will be available to them.”

-Peter Koestenbaum



Ever felt...



- You're committed to safety, but being pulled into a saving- dollars mode?
- You knew your intentions were good but your impact was not?



What we don't know...



“It is impossible for a man to begin to learn what he thinks he knows.”

Epictetus,
Philosopher



Mining Current Realities



Belief systems include:

- Culture
- Experience
- Family History
- Education
- Religion
- And More



Human Tendencies

Small Thinking

- Quick to grab and hold offense
- Comparison, judgment, and envy
- Getting or taking what's mine
- Scarcity and fear

Big (Leadership) Thinking

- Patient and forgiving
- Uniqueness and appreciation
- Providing needs and wants
- Abundance and more than enough for everyone



Leaders Examine and Test

- Leaders examine and test themselves against the way we “BE” with others
- Leaders study their own motives, bring them into the light, and examine and test them
- Leaders take risk by opening themselves up to the consideration of unique and different possibilities
- Leaders don’t always have to be right



“If you don’t like change, you are going to like irrelevance even less!”

- General Shinseki



Safety Team Dynamics

- Clear roles and responsibilities
- Clear communication
- Mutual respect and inclusion for all
- Knowledge sharing
- Constructive intervention
- Closed-loop communications
- Knowing one's limitations
- Re-evaluating



Characteristics of a LEADER



- L - Learner
- E - Ears to Hear
- A - Adaptability
- D - Direction
- E - Environment
- R - Resource and Responsibility



Exercise



Science of Conversations

- We have 60,000 conversations with ourselves every day.
- We plant seeds of thought in our subconscious mind all day long.
- If we reap what we sow, what are we sowing into our conversations and thoughts?
- Do you sow thoughts of peace, happiness, right action, goodwill, and prosperity?



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Science Shows

- Whatever thoughts, beliefs, opinions, theories, or dogmas you write, engrave or impress on yourself
- You experience them as the objective manifestation of circumstance, conditions, and events



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Tool - Feedback



- Look for reasons to give positive feedback often
- Feedback is just data
- Neutral in delivery
- If no prior relationship built, deliver inside a praise, tag, praise philosophy



Tool - Structured Debriefing

- Set of open-ended questions designed to cause the listener to use critical thinking skills
- Example Questions:
 - How do you think you did?
 - How do you see this working?
 - How was this explained to you?
 - What is your understanding of this?



Partners: Thumbs Up

- We are going to do a quick experiment.
- Turn to the person next to you and position your hand like this.
- Each of you is to get your partner's thumb down from its upright position so that it rests on the top of the bent index finger.



Debrief Exercise

- Who were the winners?
- What did you discover about yourself in the thumbs-up exercise?
- What did you discover about your partner?
- Ask your partner how the exercise went for them?
- Describe your attitude or mood during the process?



“In every encounter we either offer life or we suck it. Leadership is not always about being right, perfect, or efficient. It’s about the way we live with each other. Leaders leave others touched, moved, and inspired. Our interactions with others either boost human dignity or weakens it.”

- Sherrie C. Wilson

