Presidents Message

As we power full steam ahead through the holiday season and embark on the new year, I would like to take a moment and just give thanks. As your President, I would like to personally say Thank You, Triad Chapter, to each and every one of you for your prior and ongoing support as we’ve grown together and achieved our Gold Star status once again for last year. We have accomplished so much this year already it seems unfathomable that we could exceed that but we are on track to do great things!!

As an executive board we have a packed calendar of worthwhile technical meetings as well as plans to provide other large scale educational and community activities in the remainder of this term, so be on the lookout. We’ve also made several functional changes which include, the EB serving two consecutive terms to facilitate transition and support of planned initiatives, reduction in the distribution of our chapter newsletter to quarterly, as well as several changes to reduce chapter expenses where we can. The result of all of these ongoing efforts is a chapter serving its membership through ongoing meaningful engagement, a completely transparent executive board, and an increase in our chapter funds unlike we’ve seen in recent years.

I hope that everyone has a safe and enjoyable holiday season! Be on the lookout in upcoming newsletters for a series of messages from your entire executive board as we work for you and our Triad chapter!! Its also time to start thinking about executive board succession, so if anyone is interested in serving in a position please reach out to someone on the board. I look forward to seeing everyone in the new year and Happy Holidays!

Angela Davis
Chapter President
Career Opportunities

This space is devoted to free advertisement of safety-related openings that might be of interest to our membership. Please contact Allen Bullis or Courtney Pope if you would like to list an opening here and on our website. Check our website for more details and additional listings.

- EH&S Manager, Manufacturing, East Florida—Tom@BurkeHR.com. (Please reference job# FL97092 in the subject line.)
- PSM & EH&S Manager, Manufacturing, Sumter, SC—PSM & EH&S Manager

(see ASSE’s “EH&S Jobs” page for additional jobs listings)

Upcoming Meetings/Events

Mark your calendars, more details will be forthcoming soon on these and others for the Triad ASSE 2014/2015 year!

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Time</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/19/2016</td>
<td>Chapter Meeting</td>
<td>11:30-1:00pm</td>
<td>Moose Café/Colfax</td>
</tr>
<tr>
<td>2/16/2016</td>
<td>Chapter Meeting</td>
<td>11:30-1:00pm</td>
<td>TBA</td>
</tr>
</tbody>
</table>

Watch your e-mail and our website for more information

Lunch meetings—Networking at 11:30, Lunch at 12:00

www.asse.org

www.triadasse.org

Guest Columnist: Dick Dunmire, MESH

“A Culture of Safety”

For many years the Evonik Greensboro site relied on rules and procedures and safety programs as its primary method to engage employees in adopting and practicing safe behaviors. This strategy met with some success, but fell far below the expectations of site managers and employees. Something was missing.

What were missing were commitment, ownership and the intrinsic motivation for managers and employees to embrace and practice safety everyday. The goal was to have safety become the most important consideration for all employees and managers. It had to become more important than any other activity including production. To achieve this goal management realized would have to demonstrate to employees that safety was the priority value for the organization. They had to lead though their actions that safety was not just a word and slogan it was a value and mindset consistent attention and action.
“A Culture of Safety” continued

More rules and programs were not adequate nor the solution to reach their safety goals. They needed to develop a culture of safety. And the first step in this transition was for management to unequivocally commit to a process that would require personal and organizational change. Most importantly they needed to convey the WHY – not the rational why of because we are required to be safe, but a WHY that comes from the heart. If they wanted employees to put their hearts into safety they must first demonstrate their heartfelt commitment to safety.

The Shift – Safety is Our Keystone Value

The process of transitioning from a rules and procedures and programs approach to a culture of safety started with the management team creating and committing to a safety charter that articulated it’s assurance that safety is the keystone value of the organization and to operating principles, which clearly articulated how management would fulfill this commitment. The Safety Charter became the vehicle for each manager to convey to their employees their heartfelt assurance that safety was their keystone value and that of the organization.

Words, principles and documents are only as valuable as the actions, which they inspire and drive, therefore a system was created which would continually engage all employees in a continuous improvement and accountability feedback loop and dialogue process to foster engagement and ensure that commitments were transformed into actions and results. This process became the organizations Vital Signs System – a process to continuously check the safety cultures’ heartbeat.

Listening to the Heartbeat of the Safety Culture

The Vital Signs System was made up of Five Pulse Points, which are structured re-occurring meetings and sessions in which employees and managers have the opportunity to engage with each other in open and honest conversations regarding one’s experience and perceptions of the growth and health of the safety culture.

Description of the Vital Signs Systems

The Vital Signs system is designed to consistently provide feedback and input from all employees to assess, monitor and improve the functioning of all safety programs and most importantly to provide gage of the level of commitment and engagement of employees in the growth of the safety culture. The system utilizes a process of generative and dynamic feedback, input and assessment through a structure of consisting of five components or pulse points:

Site Safety Committee (1): A multi-disciplinary group of employees which performs the function of reviewing feedback and input from employee vital signs and safety leader engagements sessions as well as from other relevant sources and resources such as occupational health department. It establishes priorities and acts to coordinate and implement initiatives and policies to address safety issues and concerns - it serves as a safety advisory group for site management.
“A Culture of Safety” continued

**Site Monthly Safety Meeting (2):** A site community meeting held for the purpose of informing, updating, reviewing and communicating relevant safety, performance and quality information. It’s a meeting where managers role model their commitment to the safety culture charter, specifically it’s values and principles. A key function is to establish the why and context for upcoming activities, changes, priorities and expectations that have been reviewed in the Site Safety Committee.

**Safety Engagements (3):** Engagements are critical link between management and line workers. The engagements are weekly small team/department meetings that encourage discussion on safety topics and invite feedback and input on safety issues. A key function of the sessions is to assess employee engagement with safety, listen for issues and concerns affecting safety performance and behavior, to clarify policy and procedures and to focus on activities that where identified as priorities or expectations in the site safety meeting and the site safety committee.

**Managers Safety Dialogue Sessions (4):** Organizational leaders/managers are the embodiment of the safety culture. Therefore each manager’s degree of commitment, consistency, competence and caring for the intent, spirit and behavior required and expected by the safety charter is paramount to the viability of a safety first culture. The dialogue session is the place and opportunity for leaders and managers to assess their commitment amongst their peers, learn from each other’s experiences and from the introduction of research (competence) and other material that is related to the best practices of safety.

**Employee Vital Signs Sessions (5):** are meetings of heterogeneous or homogenous employees convened with the express intent of soliciting and listening to their experiences, concerns, appreciations and suggestions regarding the safety culture. Each site’s leaders/management and the Site Safety Committee review the Vital Signs feedback for appropriate responses and actions.

The culture utilizes a number of leading indicator safety programs and initiatives, which serve to:

- Increase awareness and understanding of safety risks and hazards (Near miss reporting)
- Prevent safety incidents from occurring (JSA/MOC)
- Identify risks and hazards (TAN Cards a hazard identification Program)
- Engage all employees in being pro-active and accountable for their personal safety practices and for their co-workers and contractors.

Implement practices and policies to improve and prevent risks and hazards.
“A Culture of Safety” continued

Summary:
The Safety Charter is the heart of the safety culture and sets the tone and expectations for all employees. The Vital Signs system provides on-going feedback and input that engages employees as critical stakeholders in the safety culture. The Charter and the Vital Signs system in concert with the leading indicator initiatives create a pro-active synergistic safety culture, which sustains employee engagement, commitment and ownership. No slogan, practice, rule, procedure or program is sufficient to create, maintain and sustain a safety culture.

CHAPTER ANNOUNCEMENTS

Congratulations to William M Schau, CSP. William has been an ASSE member for 25! Way to go on your “Long Term Membership Award”.

2015-2016 Triad ASSE Chapter Officers & Chair Persons

**President**
Angela Davis
angela.davis@itgbrands.com

**President-Elect**
Natalie Stennis
nlstennis@solenis.com

**Treasurer**
Van Johnson
van.johnson@itgbrands.com

**Secretary**
Holly Johnson
holly.johnson@greensboro-nc.gov

**Delegate**
Van Johnson
Van.johnson@itgbrands.com

**Membership**
Cyndia Mattgews
Cyndia.matthews@cookmedical.com

**Foundations**
VACANT

**Professional**
**Development Chair**
Michael Luffman
mluffman@ehscompliance.com

**Awards & Honors**
**Chair**
Angela Jordan
ajordan@wsifb.com

**By-laws Chair**
Jennifer Williams
jennifer-williams@thefreshmarket.com

**Newsletter**
Allen Bullis
abbullis@embarqmail.com

**Government Affairs**
VACANT

**Programs Chair**
Scott Moore
scott.moore-1@syngenta.com

**Jobs Chair**
VACANT

**Chapter Student Affairs Chair**
Dr. Iman J. Moore
iman@ncat.edu

**Member at large/ By-laws**
Jennifer Williams
jwilliams@ehscompliance.com

**Public Relations/ Communications Chair**
Courtney Pope
cpope@ehscompliance.com

**Practice Specialty Chair**
Charles Walser
cwalser@glenraven.com