

Value Every Voice

[ENCOURAGE - LISTEN - EMPOWER]

A strong safety culture and workplace includes, among other things, management commitment and involvement as well as direct involvement of the project labor force. When we talk about safety culture and the elements that make up a pro-active culture, employee involvement is critical.

A strong safety culture includes a labor force that feels free to speak up when they have an idea, a suggestion, an observation, or a criticism, or want to discuss project conditions, notify management of a safety concern, and, more importantly – be encouraged by management to immediately stop the task or activity if ANYONE in the crew feels something is unsafe or doesn't seem right.

Having the confidence and ownership of a project to speak up is essential to making it work.

For that to work, project management should be listening to the thoughts and ideas of all workers on the project. Supervision should be including the project labor force when they are pre-planning activities and during any pre-work meetings. It shouldn't be done in a vacuum – without input from the crews.

Engaging the crews in the process will solicit thoughts and ideas that can help shape the way something is done, find efficiencies in the process as well as instill a sense of ownership in those who are directly involved in the work taking place.

All Employees should engage with Supervision, seek to become involved and want to offer their insights where they feel they can make a positive and constructive difference; make it better, do it better; do it safer. Become part of the solution and not just a spectator.

Building a project requires a team effort; no one should be excluded from the team as this can minimize potential enhancement opportunities and limit the strength of the team. To be successful in establishing a strong safety culture no one should be excluded from providing their input and no one should be afraid to offer it to better the project.

Valuing All Voices on a project can have a direct effect on how the job gets built and play an invaluable role in helping to ensure everyone goes home at the end of the day.

Don't sit back, and stay silent.

