

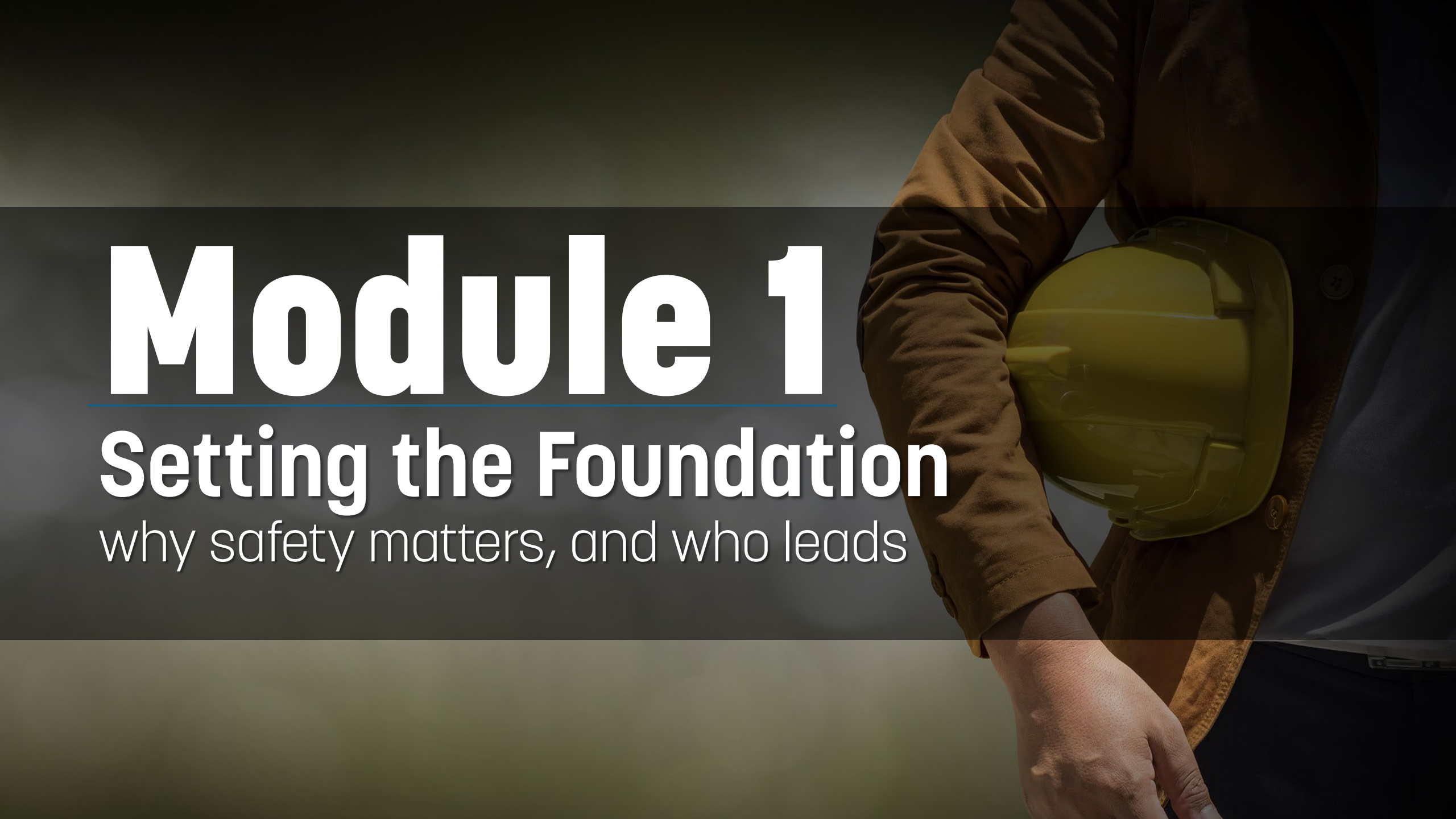
Foreman Training

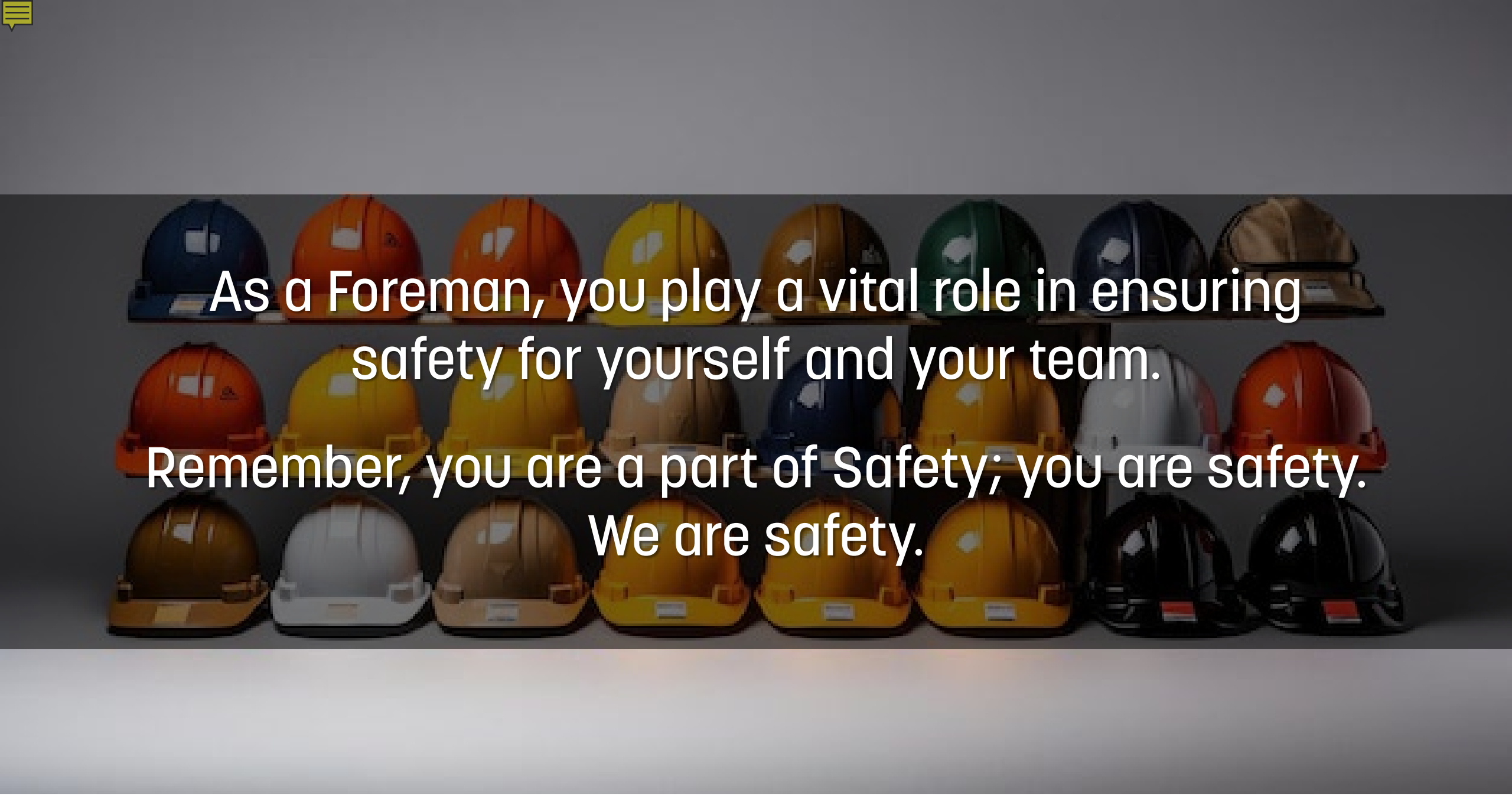
SAFETY responsibilities

Module 1

Setting the Foundation

why safety matters, and who leads




As a Foreman, you play a vital role in ensuring safety for yourself and your team.
Remember, you are a part of Safety; you are safety. We are safety.

What is Safety Culture?

Definition

Safety culture encompasses the shared values, beliefs, and behaviors that prioritize safety within our company. If influences how safety is perceived and acted upon at all levels.



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Purpose of Safety Culture



- Consistency in Practices
- Enhance Safety Awareness
- Reduce Incidents
- Encourage Reporting
- Shared Values

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BENEFITS OF A HEALTHY SAFETY CULTURE

- Increased Morale
- Lower Accident Rates
- Improved Productivity
- You Feel Engaged and Empowered

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indicators of an **UNHEALTHY** safety culture



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Impact of Safety Culture

Impact of Safety Culture

Positive Safety Culture

- Employee empowerment
- Proactive Risk Management
- Reporting Safety Incidents
- Reporting Near-Misses
- Reporting First-Aid
- People are safe



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Impact of Safety Culture

Negative Safety Culture

- Increased Risk of Injuries
- Low Trust
- Injuries
- No reporting
- No Culture of Caring
- People are NOT safe

Impact of Safety Culture



Positive Safety Culture

- Employee empowerment
- Proactive Risk Management
- Reporting Safety Incidents
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Negative Safety Culture

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Six Pillars of Building a Positive Safety Culture



Visible and Committed Leadership

Leaders must prioritize safety and model safe behavior and take accountability of their team.

Continuous Improvement Through Monitoring and Feedback

Regularly assess and enhance safety practices.

Proactive Risk Management And Planning

Engage workers in safety discussions and decision making.

Active Participation With Learning From Experience

Acknowledge safe behavior to motivate compliance.

Comprehensive Understanding And Compliance

Regular training ensures understanding of safety protocols.

Empowered and Informed Workforce

Encourage reporting of unsafe conditions without fear of retaliation.

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Value of Safety in the Workplace

Enhances Company Reputation
Reduces Costs
Ensures Compliance
Reduces Leadership Stress
Creates Trust and Builds Respect

Role of a Foreman in Promoting Safety

As a foreman, you are a key safety representative. Your responsibilities include:

1. Modeling safe behavior
2. Participating in safety meetings
3. Monitoring work practices
4. Encouraging feedback




REMEMBER
CREATING SAFETY CULTURE IS A SHARED RESPONSIBILITY. YOU ARE SAFETY.
WE ARE SAFETY.



The Importance of a Foreman

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Importance of the Foreman

Definition

noun

1. *A worker who supervises and directs other workers.*



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Importance of the Foreman

Leadership in Safety

Safety on the job starts with the Foreman and the culture they create.

Influence on Teamwork

Remember, your actions and attitude share the team's perspective on safety.





RECOGNIZE

the impact of your role

Practice Self-Awareness

Be more aware of your responsibility as a Foreman, and the impact of your words and actions on other people.

You Set the Tone

You set the tone for the team with your attitude and behavior, and it then becomes the team's behavior, all day, from beginning to end.

Caring As a Foreman

- Safety
- Health
- Well-being

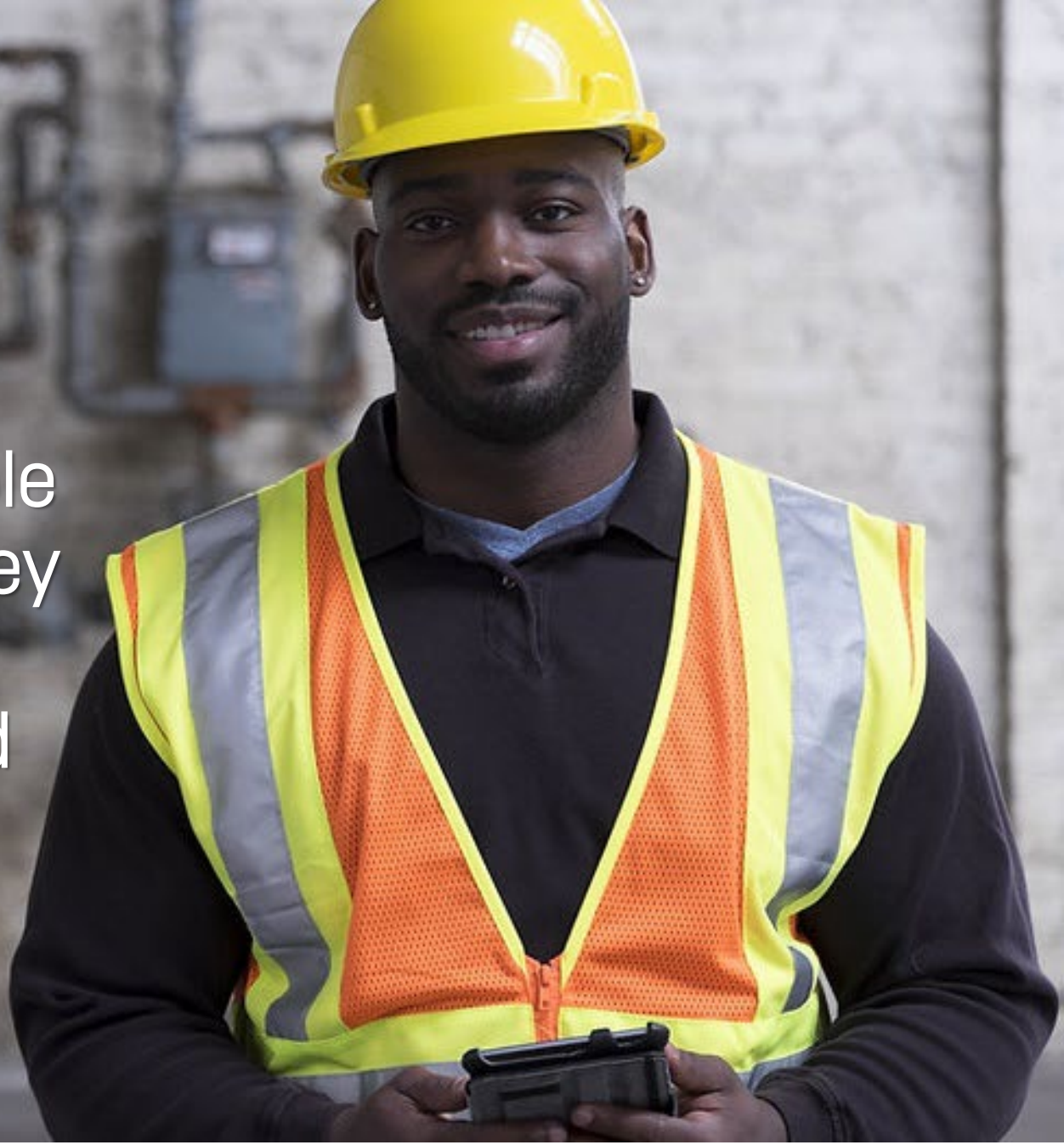
Caring about people does not mean warm hugs, hearts, and songs. It means that you take a genuine interest in your people.



Caring As a Foreman

We care because:

1. It's the right thing to do.
2. When you care about people and connect with them, they care about you, too.
3. People will feel respect and loyalty to someone who cares about them.



Earning Respect
As A Foreman

Actions Speak Louder Than Words

- Lead by example and model safe practices
- Engage with your crew and show that their safety is a priority
- Ensure that everyone on the crew understands your message

Build Credibility

- Earn and maintain the respect of your crew
- Practice being consistent, accountable, and transparent

Effective Communication

Techniques for Clear and Effective Communication

- Speak Clearly and Concisely
- Provide Context and Examples
- Use Multiple Communication Methods
- Encourage Two-Way Communication
- Be Assertive and Respectful
- Document and Review



Communicating Effectively

The Importance of Active Listening and Addressing Crew Concerns

- Active Listening
- Acknowledge and Validate Concerns
- Seek Clarification
- Respond Thoughtfully and Promptly
- Document and Follow Up



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Communicating Effectively

Adapting Your Communication Style

- Observe and Identify
- Be Flexible
- Use Multiple Channels (Methods)
- Be Mindful of Nonverbal Cues
- Seek Feedback



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TAKEAWAYS

what are your key takeaways?



Leading By Example

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OBJECTIVES

Explain the critical role of a Foreman in ensuring safety on the jobsite.

Emphasize the importance of preparation and proactive planning.

Reinforce the responsibility of a Foreman as a representative of the Brycon brand.

Add These 6 Behaviors To Your Professional Toolbox

1. Leading by example
2. Thorough training
3. Decision-making for safety
4. Proactive hazard management
5. Become accountable
6. Representation of the company brand



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1 leading by EXAMPLE

- Consistently demonstrate safe practices.
- Set a standard for the crew to follow; actions speak louder than words.
- The words you use matter, too!
- Foster a culture of safety through visible commitment.
- Your attitude will become their attitude



2 thorough TRAINING

- Ensure foreman are well-trained in tasks assigned to their team.
- Promote ongoing education to stay updated on best practices.
- Encourage seeking knowledge of new techniques and equipment.



3 decision-making FOR SAFETY

- Make informed decisions that prioritize safety.
- Evaluate potential risks and implement measures to mitigate them.
- Encourage open communication about safety concerns among crew members.

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4 proactive hazard MANGEMENT

- Engage in detailed planning to identify and eliminate safety hazards.
- Conduct regular safety audits and inspections.
- Implement corrective actions promptly.

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5 become ACCOUNTABLE

- Be present.
- Be active and engaged in the team's activities.
- Take responsibility for the safety of the team.
- Accept ownership of actions and outcomes – failures and successes.

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6 representation of THE BRAND

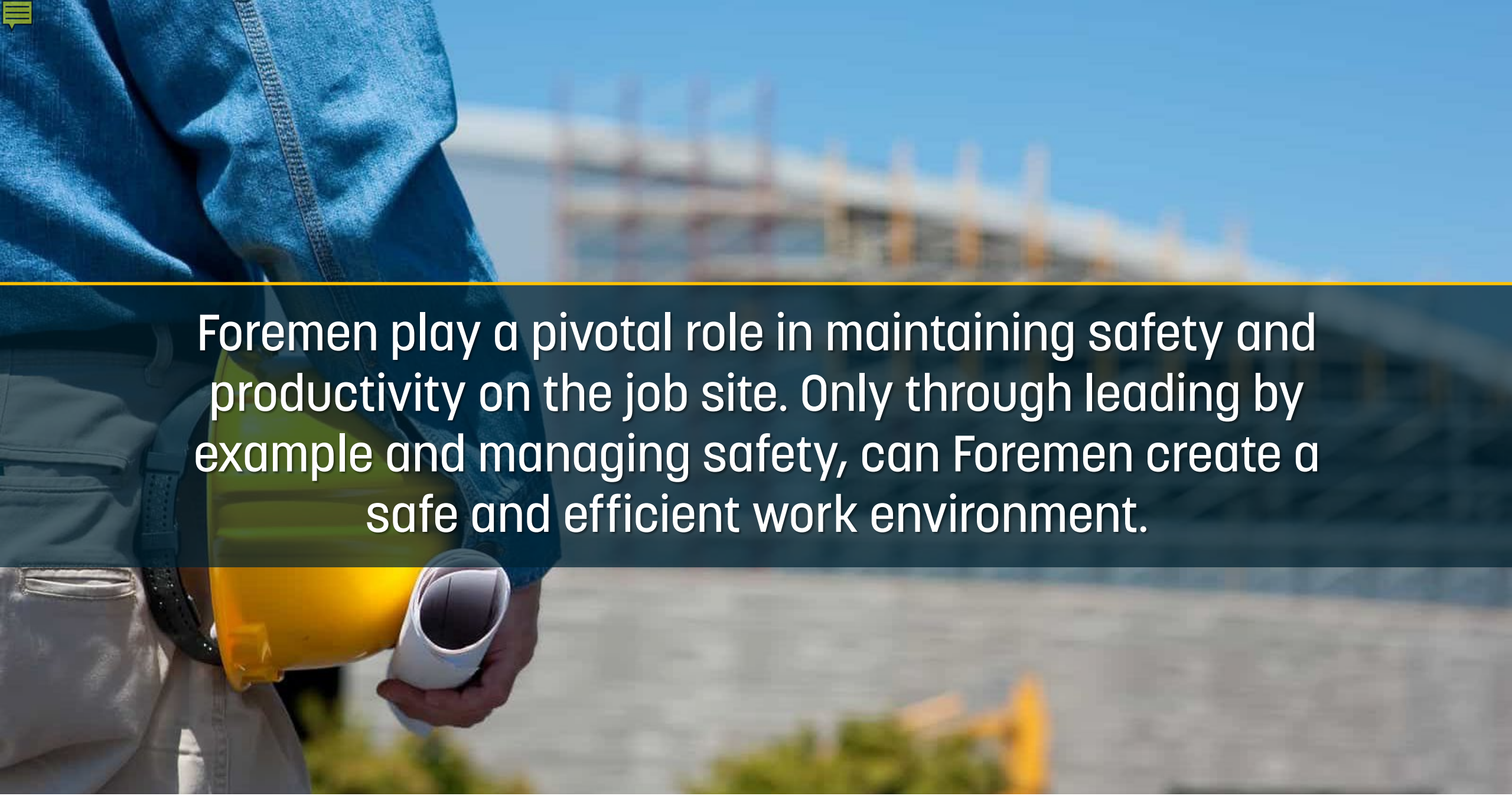
- Understand the impact of actions on the company's reputation.
- Uphold the highest ethical standards in all interactions.
- Act as a role model, fostering teamwork and respect among crew members.
- Beings safe at work builds our reputation and yours
- Live company’s Core Values

Add These 6 Behaviors To Your Professional Toolbox



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2. Thorough training
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Foremen play a pivotal role in maintaining safety and productivity on the job site. Only through leading by example and managing safety, can Foremen create a safe and efficient work environment.