

*We've Got You Covered*

Ohio Bureau of Workers' Compensation

# OSC23<sup>®</sup>

**OHIO SAFETY CONGRESS & EXPO**

**March 8-10, 2023**



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# Safety in a Production Driven World

Renée Onesti

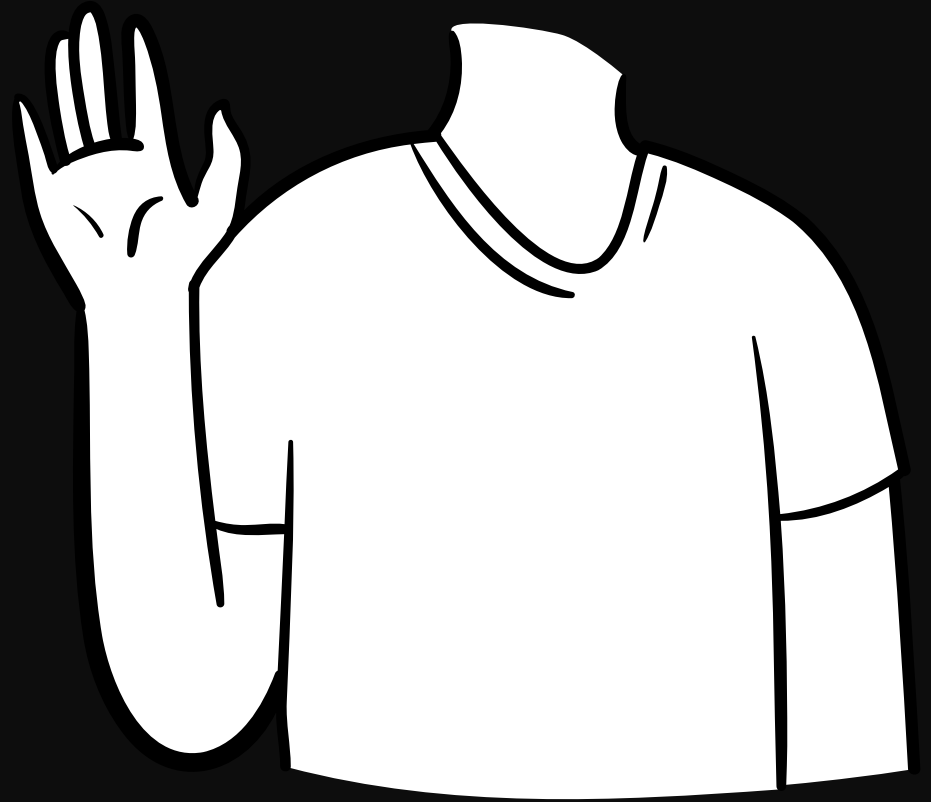
Passionate about American Manufacturing

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5 Easy  
steps to  
make every  
business  
safe!



#1 GET REAL!

THIS STUFF IS  
HARD!

IF IT WAS EASY, WE  
WOULDN'T NEED THIS  
KIND OF HELP.



MAINTENANCE

FINANCE

HR

SAFETY

MANAGEMENT



# Learning Objectives

1. Identify gaps in your safety culture.
2. Recognize the leadership skills required to grow safety.
3. Prioritize safety to get the most from your resources at any level.

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My journey...

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# A new adventure

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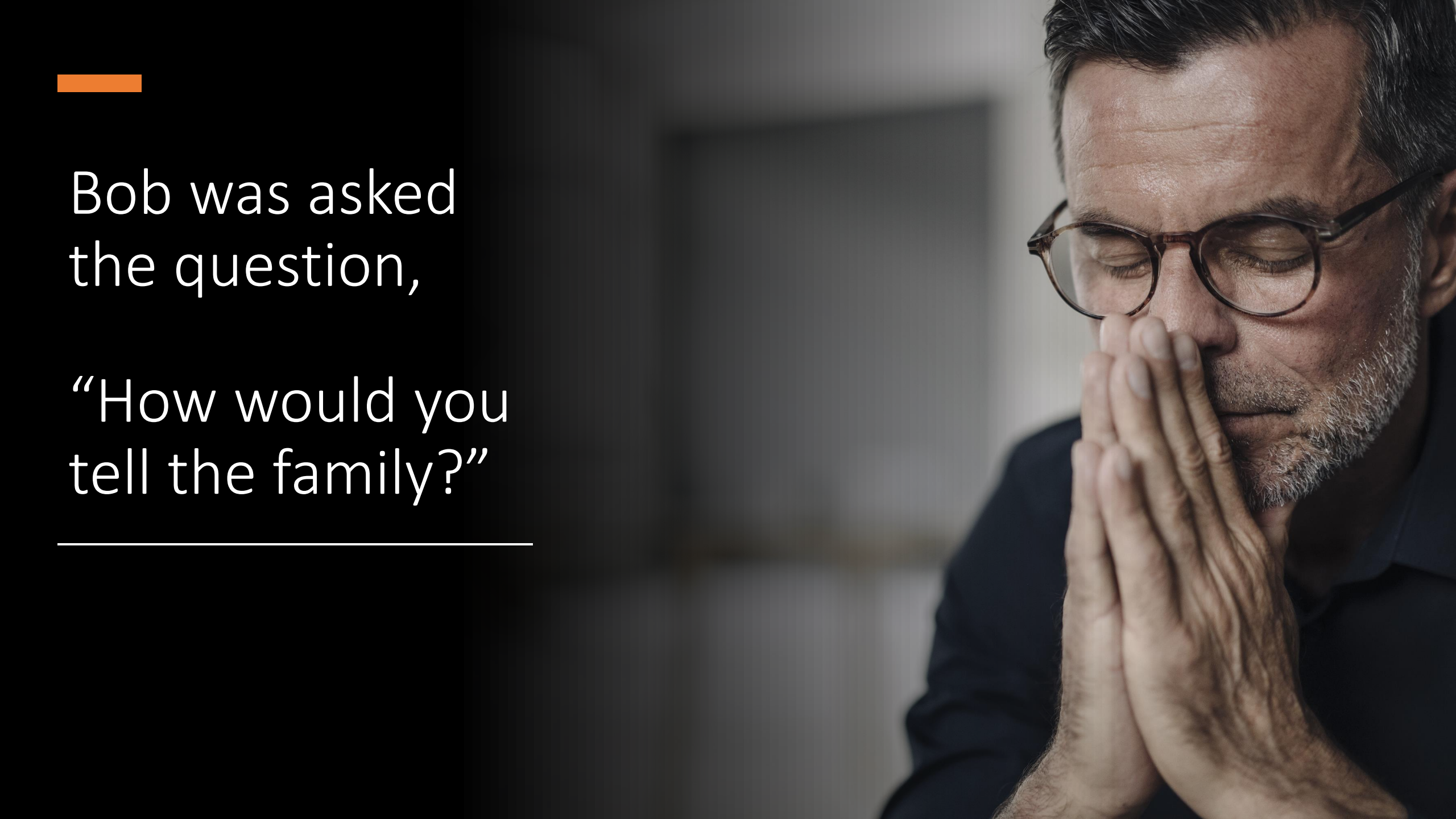


# At Kent Elastomer Products, Inc.

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Bob was asked  
the question,

“How would you  
tell the family?”

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My reason why...



- Make safety about the PEOPLE.
- Safety costs money... accidents do too.
- Culture –what does your safety culture really look like?



# Key Takeaways

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Same language  
Negotiations  
Listening for  
Learned preferences

Communication

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- People need different amounts of information and time to process.
- Learn how your company accounts for safety & talk in those terms.
- Practice communicating to improve.



# Communication

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*The Thin Book of Trust: An Essential Primer for  
Building Trust at Work, By Charles Feltman*

Care

Sincerity

Reliability

Competence

Trust

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- There are different kinds of trust.
- Safety people typically focuses on competence.
- Employees want to know you are sincere and you care about them.
- Starting with small “wins” helps to build trust with Managers.
- High trust = Fast company



# Trust

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# Bias

Information Bias

Recall Bias

Observer Bias

Research Bias

Cognitive Bias

Sampling Bias

Selection Bias

Andy

## Bias & Complainers

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- There are lots of kinds of bias. Check your thoughts.
- People tend to know something is unsafe even if they can't communicate it well.
- Sometimes, complainers can be a secret weapon for safety.



## Bias & Complainers

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Hazard Level  
Frequency  
Stepped Improvement  
Urgency  
Effort  
Cost/ Budget

Priority

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- Prioritize in different ways to get everything done that can be done right now.
- Make a “Lose Sleep List”
- It’s going to take time.
- Safety (and leadership!) is a journey.



# Priority

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BWC  
Safety Council  
Networking  
Classes  
Online  
Coworkers  
Fire Department  
MCO/TPA

Do as  
much as  
we can  
with the  
resources  
we have.

Resources

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- Get creative – connect to as many resources as you can.
- There are TONS of free resources.
- Do as much as you can with the resources you have!
- You don't need to know it all... you need to know where to go to get it done.



# Resources

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How do you eat an elephant?

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# Learning Objectives

1. Identify gaps in culture.
2. Recognize leadership skills.
3. Prioritize to get the most from resources.

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