



**Mount Saint Helens Section  
Columbia Willamette Chapter  
AMERICAN SOCIETY of SAFETY PROFESSIONALS**

**GENERAL MEMBERSHIP MEETING  
May 18, 2023**

**WELCOME!**

# AGENDA

## **1. Welcome & Introductions**

### **Announcements:**

MSHS Professional Development Seminar – First Aid/CPR/AED – TBD

MSHS Annual Installation of Officers Banquet – Friday, June 23<sup>rd</sup> – 6 pm

### **Approval of previous minutes**

### **Treasurer's report**

### **Old Business:**

PDS – First Aid/CPR/AED  
Election of Officers

### **New Business:**

Annual Installation Banquet  
Revised Meeting Schedule (July-August)



# ANNOUNCEMENTS

- ▶ Pacific Northwest Safety Symposium
  - ▶ Date: May 18, 2023
  - ▶ Time: 8 am - 5 pm
  - ▶ Location: Muckleshoot Casino Resort, Auburn, WA
  - ▶ [www.pacificnorthwestsafety.com](http://www.pacificnorthwestsafety.com)
  
- CWC Chapter Installation of Officers
  - Date: June 9, 2023
  - Time: 5:30 pm
  - Location: Top Golf - Hillsboro



# FINANCIAL REPORT

Checking: \$ 295.21

Savings: \$ 9476.24

Special Acct: \$12873.00

TOTAL: \$22644.45



# Election of Section Officers

Chair	Rob Dahl
Chair Elect	Dave McNiel
Vice Chair	Matt Strand
Secretary	
Treasurer	Brian Loos
Delegate at Large	Clark Hislop
Immediate Past Chair	Rob Dahl
2 <sup>nd</sup> Past Chair	Dave Tucker
By-Laws Chair	Susan Knowles-Berry

# Annual Installation of Officers

Friday, June 23<sup>rd</sup>, 6 p.m.  
Kelso-Longview Elks

Business Casual  
Prime Rib or Chicken Cordon Bleu

Recognition of outgoing officers  
Installation of incoming officers

Networking & Fellowship



# MEETING SCHEDULE 2022-23

When	Where	Speaker	Topic	Coordinator	Status
September 15, 2022	KELSO ELKS	DEDE MONTGOMERY	TOTAL WORKER HEALTH	ROB D	
October 20, 2022	KELSO ELKS	DAVID TUCKER	FIRE PREVENTION PLANNING	ROB D	
November 17, 2022	KELSO ELKS	CHANTEL GORTON	ERGONOMICS “PREPARED”	ROB D	
December 16, 2022	TBD	N/A	HOLIDAY DINNER	CHAIR	
January 19, 2023	KELSO ELKS	ROB DAHL	FIRST AID / CPR & AED PROGRAMS	DAVID T	
February 16, 2023	KELSO ELKS	TBD	FLEET SAFETY PROGRAMS	ROB D	
March 16, 2023	KELSO ELKS	TBD	HEAT ILLNESS PREVENTION PROGRAMS		
April 20, 2023	KELSO ELKS	TBD	WA L&I POLICY UPDATES		
May 18, 2023	KELSO ELKS	TBD	RISK REDUCTION BY LEADING INDICATORS		
June 16, 2023	TBD	Officer Installation Dinner			
July/August 2023	Off – Annual Summer Planning Session – MSHS E-board				





# TODAY'S SPEAKER...

## ***“SAFETY LEADERSHIP”***

### **Manish Gooneratne, Safety Manager Vigilant**

With Vigilant since 2012 and more than 20 years of occupational safety and health experience, Manish oversees the Safety Services delivery. Over the years he has demonstrated results-oriented safety leadership by helping companies in a wide variety of industries (from cheese to aircraft manufacturing and even waste management) to reduce incident rates.

Outside the office Manish spends time with his wife, three kids and dog named Clover. He also enjoys being outdoors and cooking Sri Lankan curry for family and friends.





# What “Things” Make a GREAT Safety Program/Culture?

# New Hire Safety- What's Missing?

# NEW HIRE SAFETY LEADERSHIP

Manish Gooneratne- Vigilant



## We help employers navigate complex employment issues



Employment law, safety & HR matters



Workers' compensation in Washington



Learning & development



Affirmative action

**VIGILANT**  
LAW GROUP

# Today's Presenter



**Manish Gooneratne**

Safety Manager

Manish leads Vigilant's Safety Professionals

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# New Hire Safety- What's Missing?

**What's the  
Difference?**

*Safety Orientation*

**vs.**

*Safety "Ongoing"*



# Trends in the Workforce

- The Great Resignation
- Quiet Quitting

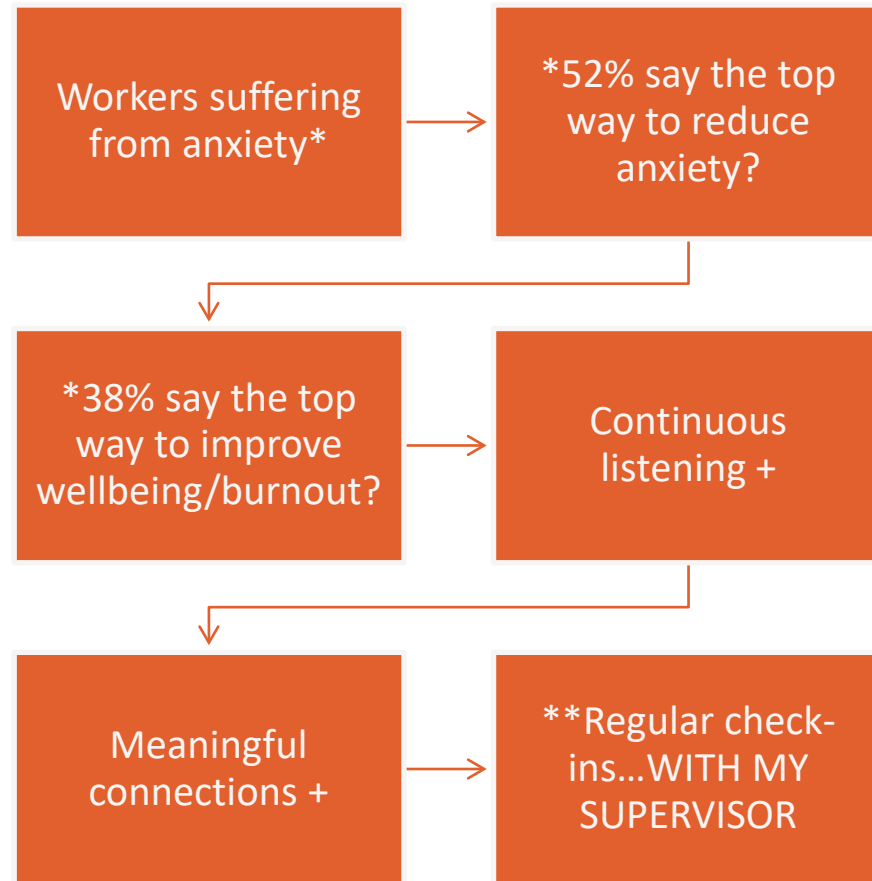


# New Hires & Supervisors The Gap

- New hires don't trust and don't feel trusted
- New hires aren't confident about their safety, job security
- Supervisors aren't confident of new hires
- Invisible



# Trends in the Workforce

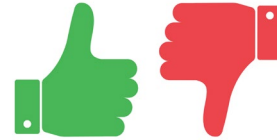


\*SHRM- Check-Ins, Continual Listening Can Calm Employee Anxiety

\*\*Cision PR Newswire- Majority of Employees Impacted by Work Anxiety and Imposter Syndrome but can be Improved via Leaders, Listening and Learning

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# Psychologically Safe





# How do you create \*Psychological Safety?

- State WHY employees' voice matters\*
- Admit YOUR own fallibility
- Actively INVITE input
- RESPOND productively
- Common Misconceptions
  - It's all about being nice.
  - You must feel comfortable in a psychologically safe environment.
- *Being vulnerable will feel risky.*
- *Key to taking risks in a safe environment requires being uncomfortable along the way*



\*Harvard Business Review- What Is Psychological Safety?

# Four Quadrants of Psychological Safety

## Learner Safety

It's safe to:

- Discover
- Ask questions
- Experiment
- Learn from mistakes
- Look for new opportunities

## Challenger Safety

It's safe to:

- Challenge the status quo
- Speak up
- Express ideas
- Identify changes
- Expose problems



## Collaborator Safety

It's safe to:

- Engage in an unconstrained way
- Interact with colleagues
- Have mutual access
- Maintain open dialogue
- Foster constructive debate

## Inclusion Safety

It's safe to:

- Know that you are valued
- Treat all people fairly
- Feel your experience, and ideas matter
- Include others regardless of title/position
- Openly contribute

# Human Skills

- Not soft vs hard skills
- \*Simon Sinek “human” vs soft skills
- Supervisors must actively listen, read body language, be aware of tone and feedback
- Managers = processes
- Leaders = people



\*Simon Sinek “There’s NO Such Thing as “Soft Skills”

**What's the  
Difference?**

*Safety Orientation*

**VS.**

*Safety "Ongoing"*



# New Hire Safety- What's Missing?

# New Hires and their Supervisors

- Whose responsibility?
- “I” have a role in Safety. Not “them”.



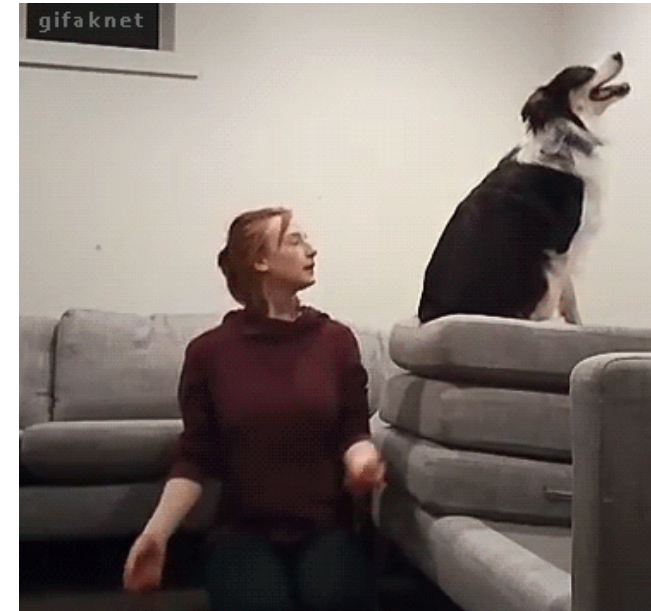


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# How do we build trust with new employees?

## Safety Leadership Model

**Trust** ..... *is the foundation of leadership and produces influence*



<https://blog.trello.com/build-trust-when-you-start-a-job>

# Words that describe a strong leader (example)

In class- list 10 words that describe the qualities of a strong leader.

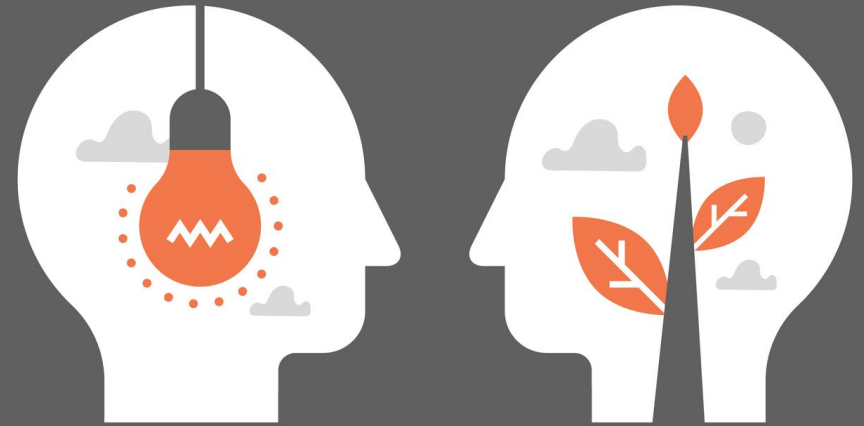
My learning- 10 words...qualities of a STRONG leader- Consistency, knowledge, accountability (own up to mistakes), demonstrating 'practice what you preach', good communication (to set expectations & develop OPTIMAL employee), non-verbal communication, passionate, servant (take care of folks, provide tools, peers assist, others before self), respect, trust (actions to build it), confidence in me/ them, humility, approachable, honest, responsible, benevolent (provide what EE needs in that moment- their safety is paramount), patience, be present in the moment (active listening).

# Build Trust, cont.

## Safety Leadership Model

**Influence** ..... *allows leader to gain buy-in and grow ownership*

**Trust...**





# Build Trust, cont.

## Safety Leadership Model

Buy-in ..... leads to  
involvement,  
support, and greater e



Influence ...



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# Build Trust, cont.

## Safety Leadership Model

**Effectiveness .....**  
*leads to accomplishment*

**Buy-in ...**





# Build Trust connecting to New Hire Safety

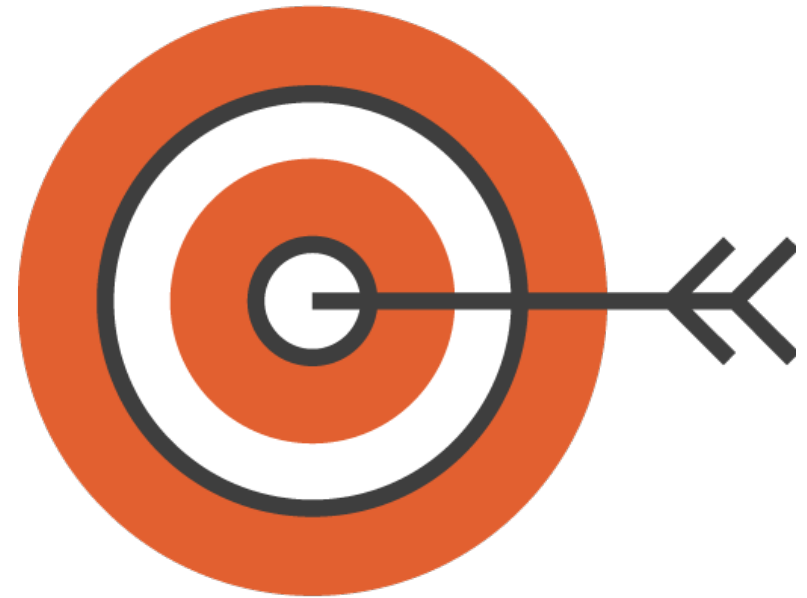
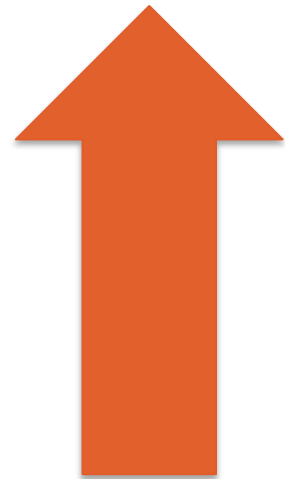
## Safety Leadership Model

Effectiveness

Buy-in

Influence

**TRUST**



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# Safety Leadershi p Model



Effectiveness



Buy-in



Influence



Trust

# Your favorite! Roleplay- Supervisor and New Hires

## Groups of 3 individuals

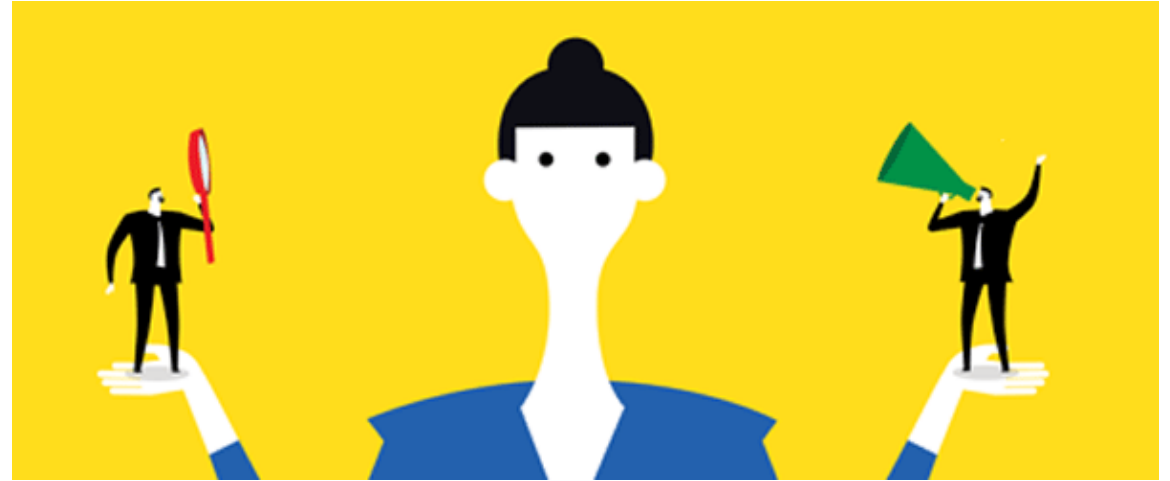
1. Supervisor
2. New Employee
3. Observer



Image- <https://tenor.com/view/work-team-work-we-work-as-team-gif-12592051>

# Positive Feedback Loop

- \*Action, Effect, Feedback
- Conscious mind- 1 movie at a time
- Subconscious mind- 1000 movies
- Remove words (don't, can't, try).  
Pro athlete vs average athlete...  
do this mental mapping well



*I can  
and I will*

# What is an Optimal Process?

Start by asking these questions:

- What was your safety onboarding experience like?
- Did we address all the safety hazards?
- What could “I” have done differently?
- Goal setting (safety and beyond).



# Debrief Roleplay Exercise

## Supervisors and Employees

- How did that feel?
- How do you think that the employee felt?



**What's the  
Difference?**

*Safety Orientation*

**VS.**

*Safety "Ongoing"*

**Optimal Process  
=  
Optimal Employee**





# Optimal Process = Optimal Employee

## Optimal Process

- Schedule it!
- Set day & duration
- Employee SPEAKS
- Lead listens, ID gaps
- Actions to prevent
- Delegate to Empower!

## Optimal Employee

- Must trust leader
- Must be honest
- Must share info
- Held accountable
- Grow in role
- Lead others



# Optimal Process (example)

Topics for Supervisors	<ul style="list-style-type: none"><li>• Building Trust...Buy-in &amp; Ownership</li><li>• Safety Accountability</li><li>• Other/Any</li></ul>
Employee Feedback	<ul style="list-style-type: none"><li>• Month 1-3</li><li>• Month 3-6</li><li>• Month 6-9+</li></ul>
Hazards to Focus on	<ul style="list-style-type: none"><li>• List hazards and unsafe behaviors &amp; conditions</li><li>• List hazards and unsafe behaviors &amp; conditions</li></ul>
New Goals	<ul style="list-style-type: none"><li>• Month 1-3</li><li>• Month 3-6</li><li>• Month 6-9+</li></ul>

**Optimal  
Process  
=  
Optimal  
Employee**

### *Optimal Process Meeting*

New Hire month 1 – 3

Supervisor asks the new hire questions, documents their comments and feedback below.

- Describe the safety hazards in your work area.

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- What hazards exist that WERE NOT identified or hazards that need more focus.

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- New Goals

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# New Hire Safety- What's Missing?

**What's the  
Difference?**

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**VS.**

*Safety "Ongoing"*

# Safety Leadershi p Model



Effectiveness



Buy-in



Influence



Trust

## Why do I need this model form

1

### **Safety orientation checklist for employees**

Introduce an employee to the company's emphasis on safety

2

### **Safety orientation checklist for contractors**

Introduce contractors to your company's particular safety issues and practices

3

### **Tailor each checklist to your industry or facility**

Customize the documents and obtain employee or contractor signatures







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## QUESTIONS?

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