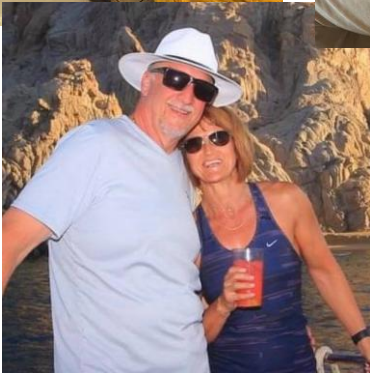
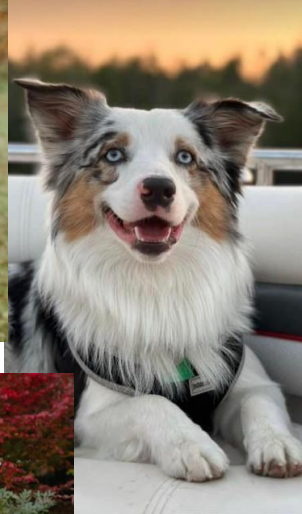
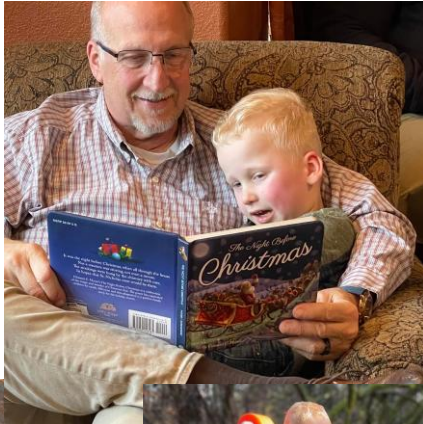


Hard Hats & Open Hearts

Human-Centered Leadership in Construction Safety



My Why!



Someone in your industry
did not make it home last week

It likely wasn't because
they didn't know the rules.

**Yet, because,
Leadership Failed**

Each year, on average
5200 workers die
in the United States.

Regular,
100 workplace fatalities
Each and every week

Regular,

14

Each and every day

1

Every 1:40 mins

On average
2.9 million non-fatal injuries
in US workplaces



Tell me, have you ever...

Felt pressure to rush a job

Saw a shortcut slowly become normal

Said to yourself, “that doesn’t look right”

And then, chose not to act.

Safety Fails in Moments

Leadership Moments

Leadership Failures

Crews Don't Follow Policies



Crews Follow Leaders



What do crews watch?

What you walk past.

What you rush.

What you allow.



“Nobody plans to get someone hurt.

**Yet, leaders *do* decide every day
what risks they’re willing to ignore”**



The Real Leadership Test

Isn't in the safety meeting

It's when pressure shows up



Pressure Moments

- ☐ When the crane is waiting and the wind is picking up
- ☐ When the schedule is slipping
- ☐ When being tied-off isn't convenient
- ☐ When stopping work will cost money

That's When Leadership Shows



Leadership Presence

FLASHOVER!



Leadership Presence

*A strategic pause is not
hesitation or **fear***

***That pause,
Is leadership in action!***

Leadership Presence



Leadership Presence



Leadership Moment

“Something about this doesn’t feel right”

Leadership Moment

You can ignore it...

Leadership Moment

You Can Lead!

Every serious safety incident

Started with that moment...

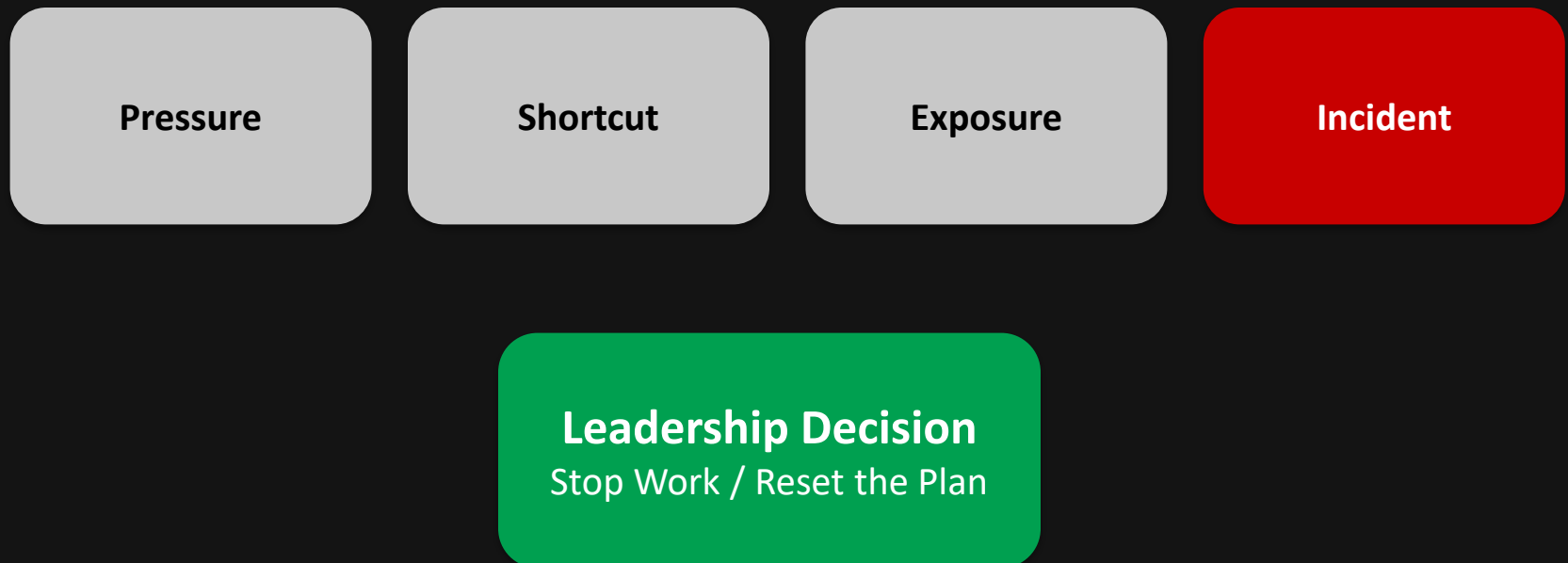
**Courage isn't running into
a burning building**

*Courage is the decision you make
Before you go through the door.*

Hard Hats Protect our Heads

Open Hearts Protect our People!

Anatomy of an Incident



Anatomy of an Incident

Pressure

**Leadership
Decision**

Shortcut

Exposure

Anatomy of an Incident

Pressure

Shortcut

**Leadership
Decision**

Exposure

Anatomy of an Incident

**Leadership
Decision**

Pressure

Shortcut

Exposure

“It was just a quick task.”

The Situation:



Crew installing roof edge flashing on a commercial building. Guardrails are partially removed to stage materials.

Tie-off is “possible but inconvenient.”

Foreman is juggling deliveries and let’s the crew “knock this out real quick.”

Worker slips on loose debris near the edge.

Falls 28 feet to the ground.

Outcome: severe disabling injuries.

“It was just a quick task.”

Table Group Discussion



Where was the leadership moment?

What pressures influenced the decision?

What should the foreman have done?

The Moment:

The hazard was visible

The exposure was obvious and known

The decision was: *enforce tie-off or keep the job moving.*





The Lesson:

Falls don't happen because people forget the rules.

They happen because leaders decide the risk is acceptable for "just a few minutes."

“We can beat the weather”



The Situation:

Steel erection

Wind speeds rising but still “within limits”

Schedule is tight.

Lift plan reviewed days earlier, but conditions have now changed.

Tag lines are hard to control.

Load swings unexpectedly

Rigging fails

Beam drops and fatally strikes a worker

“We can beat the weather”



Table Group Discussion

Where was the leadership moment?

What pressures influenced the decision?

What should the foreman have done?



The Moment:

- ✓ Winds were increasing
- ✓ Crew members expressed concern
- ✓ Leadership chose to proceed



The Lesson:

Weather does not cause incidents

Decisions made in weather do.

“It’s stopped — so it must be safe.”

The Situation



Steel press line during a rushed changeover

Sheet jams in the die; production stops

Operator presses STOP, but does not isolate electrical or hydraulic energy

No personal lock. No zero-energy verification.

Supervisor pushes to clear the jam and restart

Controls reset while the operator reaches into the die area

Ram cycles. Outcome: severe hand injury.

"It's stopped — so it must be safe."

Table Group Discussion



Where was the leadership moment?

What pressures influenced the decision?

What should the foreman have done?

"It's stopped — so it must be safe."

The Moment:

- ✓ Production pressure
- ✓ Crew member did not LOTO
- ✓ Leadership pushes to proceed





The Lesson:

Machines don't care about experience.

Safety policies MUST always be enforced.

The 3 Pillars of Safety Leadership

Presence

Be where the risk is
forming
Watch critical work
start

Standards

What you tolerate
becomes the rule
Correct early

Courage

Choose people over
production
Stop work when
needed

After An Incident

**No one says,
“I wished I pushed production harder”**

After An Incident

Leaders remember...

The moments they didn't stop!

Great Safety Leaders

- ✓ Show up in the field
- ✓ Take pre-task planning seriously
- ✓ Stop work early, not late
- ✓ Back up their crews
- ✓ Make safety part of every decision

The Safest Job Sites...

Aren't Lucky...

They are LEAD

Safety Leadership Requires Courage

Acting on what you know is right...

Even when it costs you something



Safety Leadership Requires Courage

The lift doesn't feel right – You stop it

The guardrail is temporary – You fix it first

The crew wants to push – You slow down

Schedule is slipping – You don't cut corners



Courage vs Comfort

*Comfort keeps production
moving*

Courage keeps people safe



Courage vs Comfort

**“Leaders aren’t remembered for the days
they stayed on schedule.**

**They’re remembered for the days
they protected their people!”**

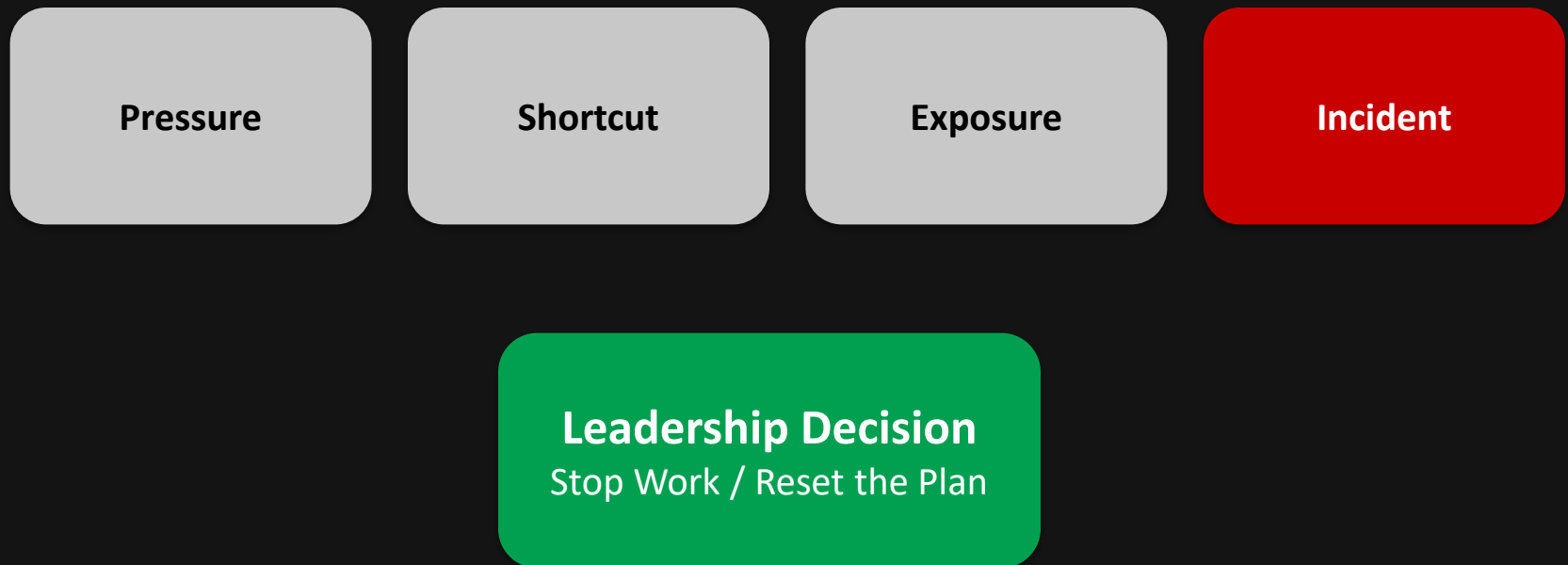


Courage vs Comfort

**“Courage to lead isn’t about
being fearless.”**

**“It’s about being unwilling to
look the other way!”**

How Incidents Actually Happen





Nothing happened that day

We absolutely had
A Leadership Moment

Every serious safety incident

Started with a moment...

someone chose not to stop

Tomorrow...

You Will Have a Moment

And a choice...

Look Away...

Or Lead.

When that moment comes...

What kind of leader will you be?

A man with short brown hair and glasses, wearing a multi-colored striped button-down shirt, is shown from the chest up. He is looking slightly to his right and appears to be speaking or gesturing. The background is dark and out of focus.

Leadership

if you decide

**Thank you for
making a difference!**



Hard Hats & Open Hearts