Why Your Lead Person Needs to be a Coach, Not a Cop

Many companies have determined that the most effective way to achieve compliance to a safety program is through coaching employees, instead of being a cop towards them. When employees are coached, they learn why it is important to work safely, not just to do so because it is a rule. The foundation for achieving compliance is having the employee change their habits so the rule becomes part of the procedure, not something that has to be consciously thought about. Therefore, a contractor’s safety program should be based on a coaching philosophy, rather than one based on policing and writing up “tickets.”

MBI is sponsoring this upcoming webinar so participants can learn coaching methods that will train their employees to understand the “why” of a safety procedure. Chuck Martinek, LaMair-Mulock-Condon Insurance, has years of experience in coaching clients on how to implement loss control programs and will present these methods in a sixty minute webinar on March 29th.

If compliance with your safety program is based on fear of getting a “ticket” from your “safety cop,” it is easy to assume that once the “cop” leaves the area, the against-the-rule behavior resumes. By changing the “cop” to a “coach,” the desired behavior will continue. All supervisors should participate in this webinar to make your overall safety program work to its maximum potential.

For more information or for questions, contact Tom Suckow at 515-288-8904 / 800-362-2578 or email tsuckow@mbionline.com.
Chuck received a Bachelor of Science Degree in Occupational Safety and Health from the University of Dubuque and also holds a CSP Designation. He has worked in the safety field for 23 years providing loss control services to client in the Construction, Health Care, and General Industry.

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