



ALAM MARITIM GROUP

Q1 HSE Campaign
FY 2014

Introduction...

- Who comes to your mind when you think of Leader?
 - In Football Team
 - In Battlefield
 - In Your Department



Introduction...

□ How do you define Leadership?

- Is it someone in CHARGE
- Is it someone that SETS A RIGHT EXAMPLE
- Is it someone you consider to be HELPFUL



Who Leader

➤ A leader:

A person who has a vision, a drive and a commitment to achieve that vision, and the skills to make it happen.

[Let's look at this video.](#)



Category of leader

Autocratic

- Leader makes use of high levels of power over his team members
- Focus more on completing goals



Bureaucratic

- Leader work by the book
- Act like they are police officer



Democratic

- Invites other members to involve in decision making
- Leader want to share the responsibilities



Laissez Faire

- Leaders offer little or no guidance to group members and leave decision-making up to group members.
- Work well when employees are self motivated



I'm Safety Leader



**Q1 HSE CAMPAIGN
FY 2014**

Q1 HSE Campaign OBJECTIVES

- ❑ To encourage everyone to become a safety leader by:-
 - ❑ Create safety mindset that safety is everyone responsibility
 - ❑ Motivate people that disengage with safety to become at least safety supporter
 - ❑ Embedded safety culture in everybody's heart



Definition of “Safety Leader”?

Safety:

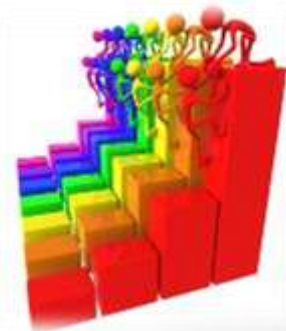
The condition of being protected from or unlikely to cause danger, risk, or injury

Leader:

The person who leads or commands a group, organization, or country

Safety Leader:

It is process involving leading from the top where your actions send a message to your workers in demonstrating your commitment to safety ensures that everyone in your business is clear about their health and safety responsibilities.



3 Type Of Safety Group



Safety Leader

Safety Supporter

Safety Disengaged



Elements of “Safety Leader”?

Guide

- ✓ Consult your teams to identify and set clear health and safety goals.
- ✓ Make sure everyone knows what they need to do.

Be A Role Model:

- ✓ Be honest with yourself. Do you set a good example to your workers?
- ✓ Promote safe work behaviour and practices – encourage the attitude: ‘I do it because I want to, not because I have to’.
- ✓ Be fair – trust and respect workers when making health and safety decisions.

Positive Thinking-

- ✓ Are there new ways to improve health and safety –
Eg: by learning from accidents, incidents and ill-health?
- ✓ Challenge your workers, by asking them ‘What can we do to solve the problem?’



Elements of “Safety Leader”?

Good Communication

- ✓ Be approachable and receptive to your workers’ ideas.
- ✓ Respond to concerns immediately and discuss the actions you will take

Approaching Others

- ✓ Get to know workers and respect their opinions.
- ✓ Treat each worker as an individual.
- ✓ Show personal concern for their safety and well-being.
- ✓ Treat others as you would expect to be treated yourself.

Influence

- ✓ Share your expertise to help workers overcome barriers
- ✓ Develop mutual respect
- ✓ Rewards workers who successfully work safely





A Good 'Safety Leader'

(Instead of saying...accusing tone)	(trying using... caring tone)
You're using the wrong tool	Don't you think it would be safer to use the right
Hey!!!, you don't have your safety glasses on.	Could you have forgotten to put your safety glasses on? I'd hate to see you get something in your eyes
Dummy. Don't show you are hero by carrying many thing by your hand	I think it better if you could use trolley to carry out all those thing, it might save your back.
You're in the line of fire, you idiot!	Did you think about what would be happen if.....
Your work area is filthy. It's an accident waiting to happen	I'd hate to see you fall over these things. Maybe I could help you tidy up.

Challenges to be “Safety Leader”?

- Keep the safety momentum going
- Feel people will watching all the times
- Fell uncomfortable to advice others colleague
- Afraid people will blame if accident happen
- Afraid person would become angry or defensive
- Afraid they'll embarrass the other person
- Feel it won't change their behavior, so it's a waste of time
- They don't want to be identified as a trouble maker
- Afraid of the person's seniority or authority “Who am I to speak UP?”
- More qualified people will respond
- Commit to supporting ideas long enough to impact the safety culture



We Want **YOU** To Be A Safety Leader!

- ✓ YOU are the main contributor to your own safety
- ✓ YOU are an important safety influence to those you work with
- ✓ YOU help ensure safety at your facility
- ✓ YOU can be a **leader** in your workplace





THANK YOU

EVERYONE CAN BE A SAFETY LEADER!!!!