ECC Monthly Safety Tip

Leadership and Safety Culture

How leaders shape workplace safety outcomes.

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LEADERS SET THE TONE.
CULTURE BUILDS THE FUTURE.

June is National Employee Wellness Month.

Workplace health and safety are more than policies and procedures – they reflect our **values**. Safe and healthy environments **protect** our people, **strengthen** morale, **drive** productivity, and **fuel** long-term organizational success.

SIX WAYS LEADERS SHAPE SAFETY CULTURE:

LEAD BY EXAMPLE | Show commitment to safety in every decision and action.

RECOGNIZE AND REWARD | Celebrate safe behavior and inspire others to do the same.

RESPOND PROMPTLY | Address concerns quickly and take meaningful action.

ENCOURAGE OPEN COMMUNICATION | Create a culture where everyone is empowered to speak up.

PROVIDE RESOURCES | Equip teams with the training, tools, and PPE they need to stay safe.

EVALUATE & IMPROVE | Learn from results, manage risks, and continuously strengthen safety performance.

HOW OFFICE LEADERS SHAPE SAFETY AND WELLNESS OUTCOMES

The decisions we make in the office directly influence conditions, behaviors, and outcomes in the office *and* field.

PLANNING & SCHEDULE PRESSURE

- Unrealistic schedules create unnecessary pressure.
- When delivery is prioritized over safety, people are more likely to accept unnecessary risks.

LEADERSHIP QUESTION:

"Have we given the team enough time to do the work safely?"

LISTENING & ENGAGEMENT

- Employees often see risks first.
- When we listen and act, we build trust and strengthen reporting.

LEADERSHIP QUESTION:

"When was the last time someone challenged our plan and felt heard?"

WORKLOAD MANAGEMENT

- Long hours, shifting priorities, and excessive workloads create fatigue.
- Fatigue reduces focus, impairs judgment, and increases room for error.

LEADERSHIP QUESTION:

"Are we managing work, or simply adding more of it?"

STRESS & SPEAK-UP CULTURE

- High stress reduces focus, communication, and willingness to speak up.
- Teams perform safest when people feel respected, supported, and safe to speak up.

LEADERSHIP QUESTION:

"Do our teams feel safe enough to tell us when something is not right?"

SAFE TODAY.
STRONG TOMORROW.

Great Safety Leaders:

- Plan Realistically
- Listen Actively
- Support People
- Speak Up & Follow Through
- Keep Improving

Every safe decision strengthens our culture and our future.