



Employee Involvement:  
How do we get everyone onboard?

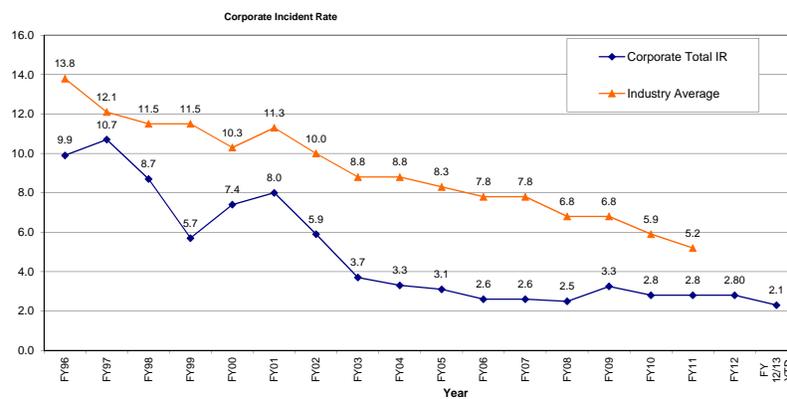


## “The Need for Improvement”

HermanMiller



### Corporate Incident Rate Compared to Industry Average



HermanMiller



## Why do we want to continue to improve?

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- 1) People – 0 injuries
- 2) Morale
- 3) Image
- 4) Customers
- 5) \$\$\$

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HermanMiller



“What is needed from Leaders?”

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HermanMiller



## Leadership

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Leadership must set clear expectations.

Safety must be **our** first and uncompromised  
VALUE.

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HermanMiller



## Summary of Safety Principles (what they should look like)

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1. Safety must be the organization's first and uncompromised value.
  2. ZERO is the only acceptable goal.
  3. 100% engagement of all team members is an absolute requirement.
  4. Safety is about people. Not numbers or money.
  5. Roles and responsibilities must be clear.
  6. An investment of time and resources is required to create "a culture of safety."
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HermanMiller



## Empower Team Members

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1. Give employees the tools they need to lead the safety process (education, time, resources, etc.).
2. Leadership must serve as sponsors - make yourself available!
3. Communicate well with the team. Do not shoot the messenger.
4. Support their ideas. Everyone deserves to be heard!
5. Understand that SAFETY should be integrated into the organizations daily functions.

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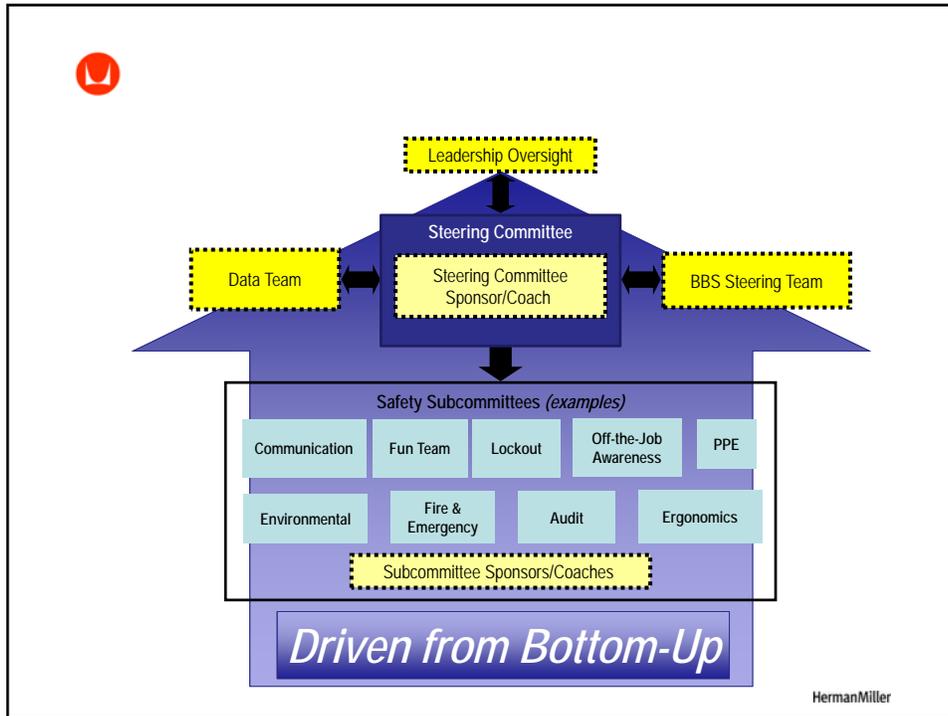
HermanMiller



## “The Structure”

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HermanMiller



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- ### Sub-Team Activities (Fun Examples)
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1. "Busted" Program
  2. Safety Tokens
  3. Plinko
  4. Safety Suggestion Drawings
  5. Win it in a minute
  6. Wheel of Safety
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- HermanMiller

