

# VOLTS NEWSLETTER

*Valuing Our Lives Through Safety*

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Casey Draper, Facilitator

Amy White, Editor



## Developing Safety Leaders—Casey Draper

Think about the best boss you ever had...the person you'd work for again in a heartbeat—the person everyone wants to work for. What specific characteristics made you decide that he or she was an effective boss? For me, the best boss I've worked for did two key things. He focused on 1) getting tasks accomplished, and 2) how the work was getting done.

Looking back, it seemed like this person influenced many of my behaviors with minimal effort. From the very beginning, my boss clearly defined what he required of me and my new coworkers. Over a short period of time, he understood what my skills were and at what level I could perform. Eventually, we developed a good working relationship where we understood each other's motivations. Through mentorship and guidance feedback, he identified my weaknesses and helped me develop my strengths and improve on those weaknesses. Over time and through several projects, my boss allowed me to do the job that I was hired to do with minimal oversight or micromanagement.

Because he displayed these characteristics, he allowed me to develop the level of confidence that I needed to progress. Thinking about that job of

almost 15 years ago, I might question him for allowing my younger self to lead some of the projects that I was assigned. But I am grateful that he invested in my emotional bank account and trusted me enough to develop into the type of employee that would help his company grow and become more successful.

A great example of influential leadership is President Ronald Reagan. He said, "The greatest leader is not necessarily the one who does the greatest things, but one who gets the people to do the greatest things."

From a personal perspective, ask yourself these questions:

- When were you influenced without even knowing it?
- Can influence come from others without a position of authority?

I think most people would answer yes to both of those questions. Understanding the culture and some of the crew dynamics at IPSC, I feel most would agree that not every leader on plant site has a management title. Some of my daily associates are the most influential people that I have had the privilege of working with at IPSC.

# Developing Safety Leaders—Casey Draper (cont.)

Through their attitudes and behaviors, these influential leaders can have lasting effects on many aspects of our daily lives.

Think about this:

- What are the characteristics of someone whose credibility with their crew or co-workers includes a good, consistent safety ethic?
- What influence would that same person have on your behaviors if they gave you quality success feedback on a specific task?
- Conversely, what influence would that person have on you if they gave you some needed guidance feedback on a specific task?
- How would that guidance feedback prove beneficial to your safety if that specific task was putting you, others, or the equipment in jeopardy?

The primary focus of IPSC's 3<sup>rd</sup> annual Safety in Action Award is to look for influential safety leaders—with or without management job titles. The VOLTS Steering Committee and Central Safety Committee want to recognize individuals who consistently help to reduce exposures for themselves and others. We would like to provide some recognition to those individuals who have a positive influence within our organization. We understand that it takes contributions and sacrifices from all employees to make the 2021 scheduled outage a success, and we appreciate everyone's efforts.

Look for an influential safety leader, and nominate them for this year's Safety in Action Award. You'll find a nomination form below or at the VOLTS observation card drop boxes around the plant. We look forward to hearing about the great ways your nomination encourages safety for themselves and those around them!

## 2021 Outage Safety in Action Award Nomination Form

(Please detach form and submit it in one of the VOLTS observation card drop boxes or give to a VOLTS Steering Committee member.)

Nominee Name \_\_\_\_\_

Please give three reasons or examples of how this person is a role model for working safely or helping others to work safely.

1. \_\_\_\_\_  
\_\_\_\_\_

2. \_\_\_\_\_  
\_\_\_\_\_

3. \_\_\_\_\_  
\_\_\_\_\_

Signed (Nominator): \_\_\_\_\_