

# Safety Culture

“Cultivating the Soul”

- *Mike Ellis, VP Operations*

# *Cultivating for Safety*

**This employee will insure we have  
the right safety culture and things  
will always be done 100% right,  
100% of the time!**



# *Cultivating for Safety*



*Culture: Latin -“Cultura animi“*

## **cultivation of the soul**

Culture - the range of human phenomena that cannot be directly attributed to genetic inheritance

# Cultivating for Safety



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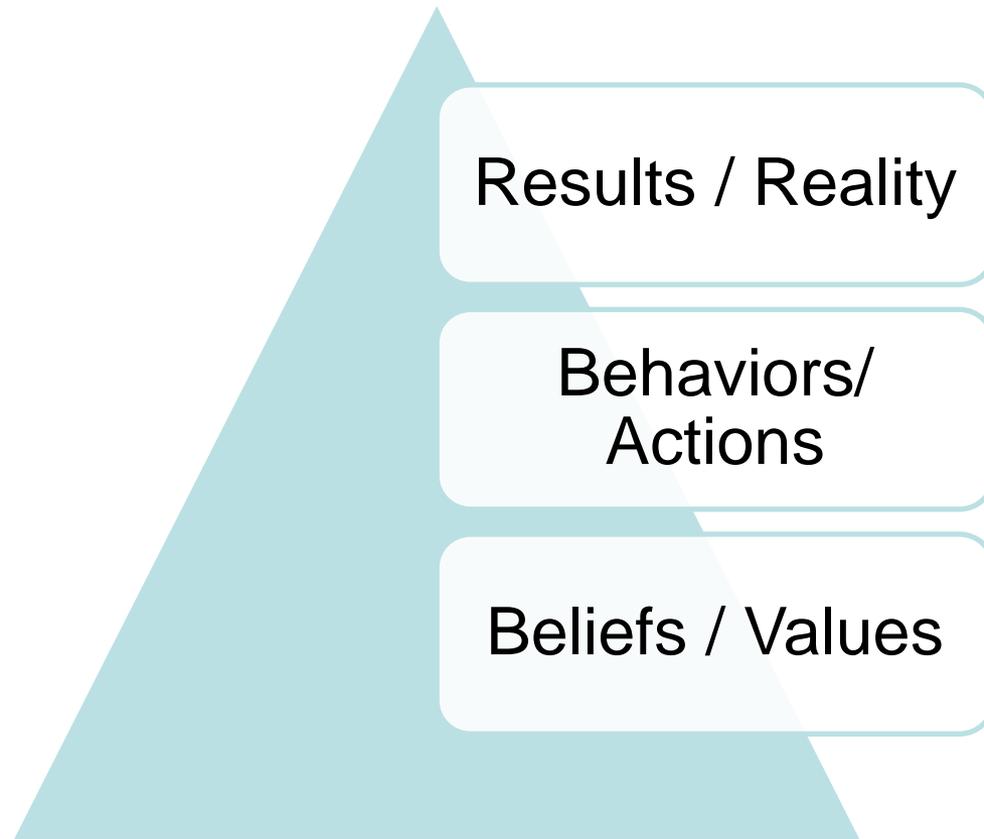
***Good crops don't grow in bad  
gardens.***

***Culture comes first.***

***Culture starts at the top.***

***Great leadership requires a  
good farmer.***

# *Cultivating for Safety*



# *Cultivating for Safety*

- **Choose your lot very carefully**
  - Rocky soil = low chance of a good crop
  - Employees that don't fit the culture = employees who won't live the values.
- **Prepare the soil**
  - Work it, test it, tend it
  - Teach it, expect it, live it
  - Employees will do it right sometimes if they know how.
  - They're more likely to do it right every time if they fully understand why.

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- **Weather**

- Rain = God is with you, no problems.
- Is your supervisor, inspector, compliance manager is on the job site 100% of the time?
- What shadow is being cast?

- **Roots**

- Deep roots vs. shallow roots
- Well-trained, experienced vs. brand new rookie.
- And – roots have to be fed!

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- **Weeds**
    - Bad days
    - Mad wives
    - Cheating girlfriends
    - Old friends with good Scotch
    - No raise
    - Bad year
    - Deep budget cuts
    - Overly-aggressive EPS targets
- 
- Roundup vs. hand-pulling
  - Weeds are stronger than plants

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- **Plants grow while you're not looking**
  - The farmer works the garden EVERY SINGLE DAY!
  - But, the farmer also eats and sleeps.
  - So, he has to trust his preparation and his work.
  - If the garden has been cultivated properly – with diligence, proper attention, good choices, appropriate tending, the right shadows, tender pruning,

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