



Safety and Compliance

The Eagle's Flight Approach



Workplace health and safety training is required for good reason. In addition to the important priority of keeping employees healthy, preventing incidents also keeps the bottom line healthy. OSHA has reported that lost productivity from injuries and illnesses costs companies \$60 billion each year.¹ Being proactive about preventing safety incidents and investing in safety and compliance initiatives can help your organization save lives, prevent injuries, improve engagement, and reduce turnover, just to name a few.

So, while there have been many advances in workplace safety and compliance efforts, many companies continue to face challenges. According to a survey conducted by Industrial Safety and Hygiene News magazine, building and maintaining a safety culture was identified as the number one goal for workplace health and safety professionals.² In addition, the biggest challenge they faced was ensuring consistently reliable employee behaviors related to safety matters.³ In another survey of company compliance officers, 41 percent of respondents named employee awareness and the need for training as one of the biggest challenges to their organization's compliance program.⁴

It is clear, then, that in addition to mandatory safety and compliance training, there are many things organizations can do to take their company's safety efforts from good to outstanding.

Ultimately, a proactive safety culture makes a real difference, and building one creates substantial organizational benefit and should be on every board's agenda.

THE BENEFITS OF BUILDING A CULTURE OF SAFETY

Taking steps to build a culture of proactive, personal ownership for safety that exists throughout the entire organization allows organizations to reduce the risk of safety issues and improve compliance with both internal and external requirements. Integrating safety into the culture means that it is ingrained into the attitudes and behaviors of every employee. What this means is that everyone is making choices and taking action to make the workplace safer for not just themselves, but their colleagues as well. Creating an environment where intentional care and concern for safety and wellbeing is the priority of everyone has a number of benefits, including:

Decrease in Number of Injuries and Fatalities

The most obvious benefit of creating a culture of safety is the reduction in the number and severity of workplace injuries and fatalities. As an example, a Safety and Health at Work report showed that introducing a culture of safety at construction companies in Hong Kong dramatically reduced the number of injuries.⁵ The culture-building elements that were introduced in this case were a clear commitment from leadership, the identification of safety as a core company value, and training that emphasized the importance of personal accountability and its role in workplace safety.

Increased Engagement and Productivity

Although it may not be possible to completely eliminate risk in the work environment, in many industries it is possible to substantially reduce the risks to a point at which employees feel inherently safe at their jobs and empowered to make a positive impact in the lives of their colleagues. This is partially because, in a culture of safety, employees hold each other accountable and have an awareness of how their own behavior affects others. A well-structured safety and compliance initiative mobilizes employees and deepens their commitment to each others' safety.

Improved Labor Relations

Making a serious and demonstrable commitment as an organization to the creation of an empowering and proactive safety culture can substantially improve relationships with a unionized workforce, and employees in general. Implementing a safety and compliance initiative that is well-structured tangibly mobilizes the organization in a way that shows deep care for employees, and can be a powerful tool in winning the hearts and minds of employees across the organization.

Improved Profitability

While the protection of human lives is the most important direct benefit of building a safety culture, companies benefit in other important ways as well. According to a study published by the American College of Occupational and Environmental Medicine, companies with comprehensive safety, health, and wellness programs have outperformed the S&P every year since 2001.⁶ In other words, a culture of safety saves lives and makes good business sense.

Reduced Turnover and Absenteeism

When employees miss work because of an injury, it can have an impact on their engagement at work. Severe injuries can also contribute to increased turnover when employees are unable to return to work or choose to pursue a different career path after sustaining an injury. Turnover may be high even among uninjured employees if they simply do not feel that their employer values their safety. Committing to a culture of safety can help reduce the number of days away from work and reduce costs at the same time.



ENSURE A SAFE WORKPLACE WITH THE HELP OF EAGLE'S FLIGHT

In the midst of providing mandatory workplace safety and compliance training, many organizations have recognized the need to develop a culture that identifies safety as a core value. Here's how Eagle's Flight can help you take your safety and compliance initiatives one step further.

Create a Culture of Safety

A meta-analysis of 203 separate studies found that a supportive work environment and culture is “the most consistent job resource in explaining variance in burnout, engagement, and safety outcomes.”⁷ If your objective is to ensure that all the elements of your company culture support your safety goals, you will want to seriously consider undergoing a culture transformation around safety. Building a culture of safety will not happen in a one-off day of training, but the work it takes to make it a reality will have measurable and long-term impacts on safety results, employee engagement, employee retention and recruitment.

To do so successfully requires a complete shift in the organizational mindset, which is something Eagle's Flight can help make happen. Your culture transformation initiative will be customized to the reality of your organization, and goals for the future, in order to provide your team with the world-class support, training, and reinforcement required to make a real difference. With Eagle's Flight by your side, building a culture that inspires employees and leaders to proactively follow all safety standards and reduce risk factors every single day is achievable.



Training That Builds a Mindset of Safety in Employees and Leaders

With close to three million workplace injuries occurring in the U.S. annually, safety is an important factor that affects the success of any business, and clearly employee behavior impacts this number. It is possible to transform the workplace into an environment where every employee and leader is committed to protecting each other's health and safety at all times; however, to make this a reality, your employees and leaders need something more than new processes and technical training.

That's where Eagle's Flight's *Safe by Choice*™ program comes in. This truly unique solution was designed to drive conviction that every person must follow all safety procedures, and that each individual can contribute to an environment that delivers consistent workplace safety. The program is not designed to replace or alter your current safety initiatives; instead, it is designed to give those programs greater traction and to ensure that every employee is an owner of their own safety and the safety of others. In addition, leaders will become equipped to support this by modelling the right behaviors, coaching employees, and ensuring that safety practices are a daily priority.

Reinforce Awareness At a Company Event

Corporate events are an ideal environment to reinforce a safety and compliance mindset and help build conviction in your employees and leaders using an experiential activity that drives the message home, and inspires employees to be safe by choice. With Eagle's Flight Corporate Events, our team of events experts will help you bring a safety message that leaves your attendees with a greater appreciation for their role in a safe workplace.

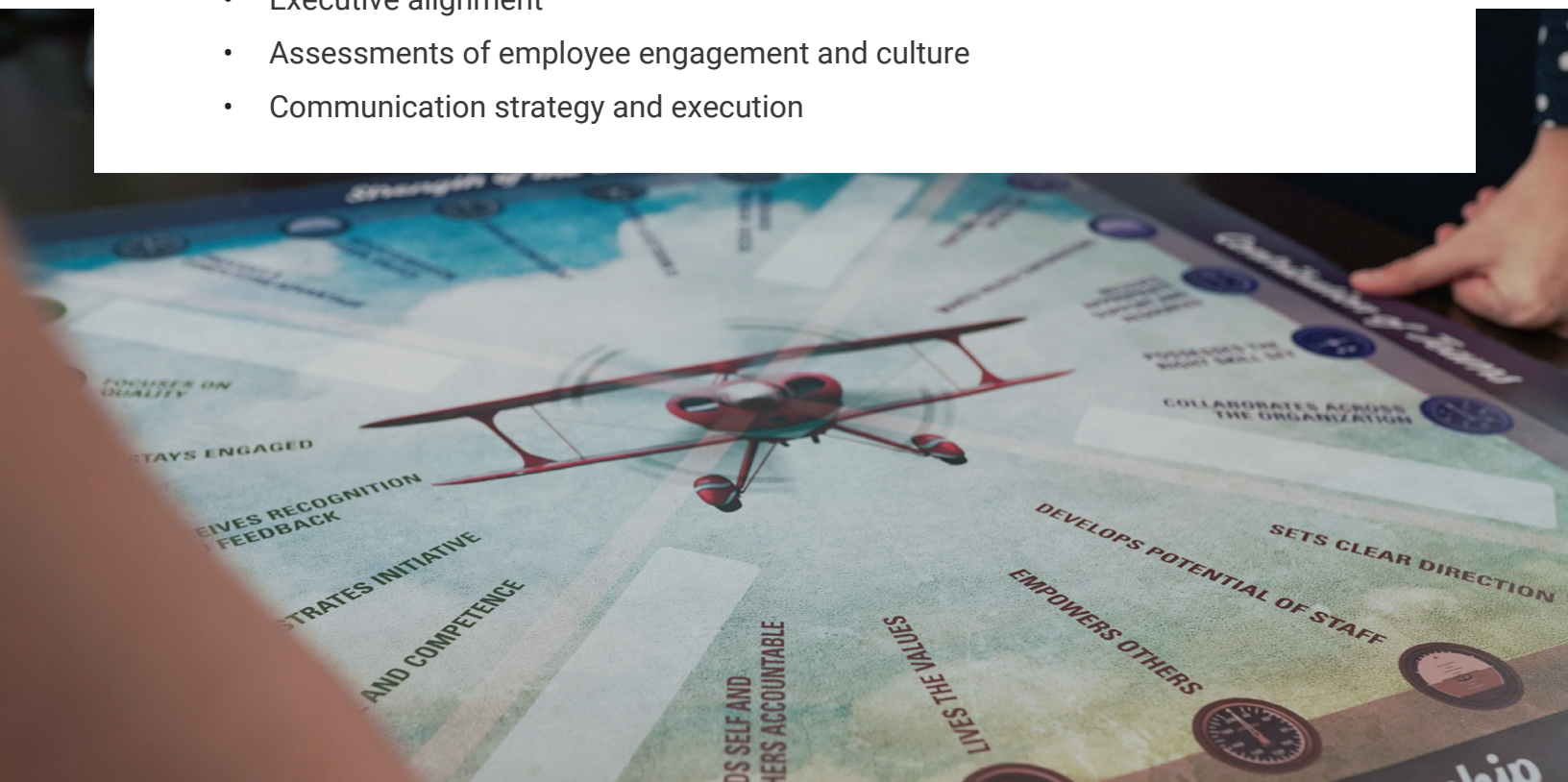
THE POSSIBILITIES ARE ENDLESS: CUSTOM SOLUTIONS AND CUSTOMIZATION OPTIONS

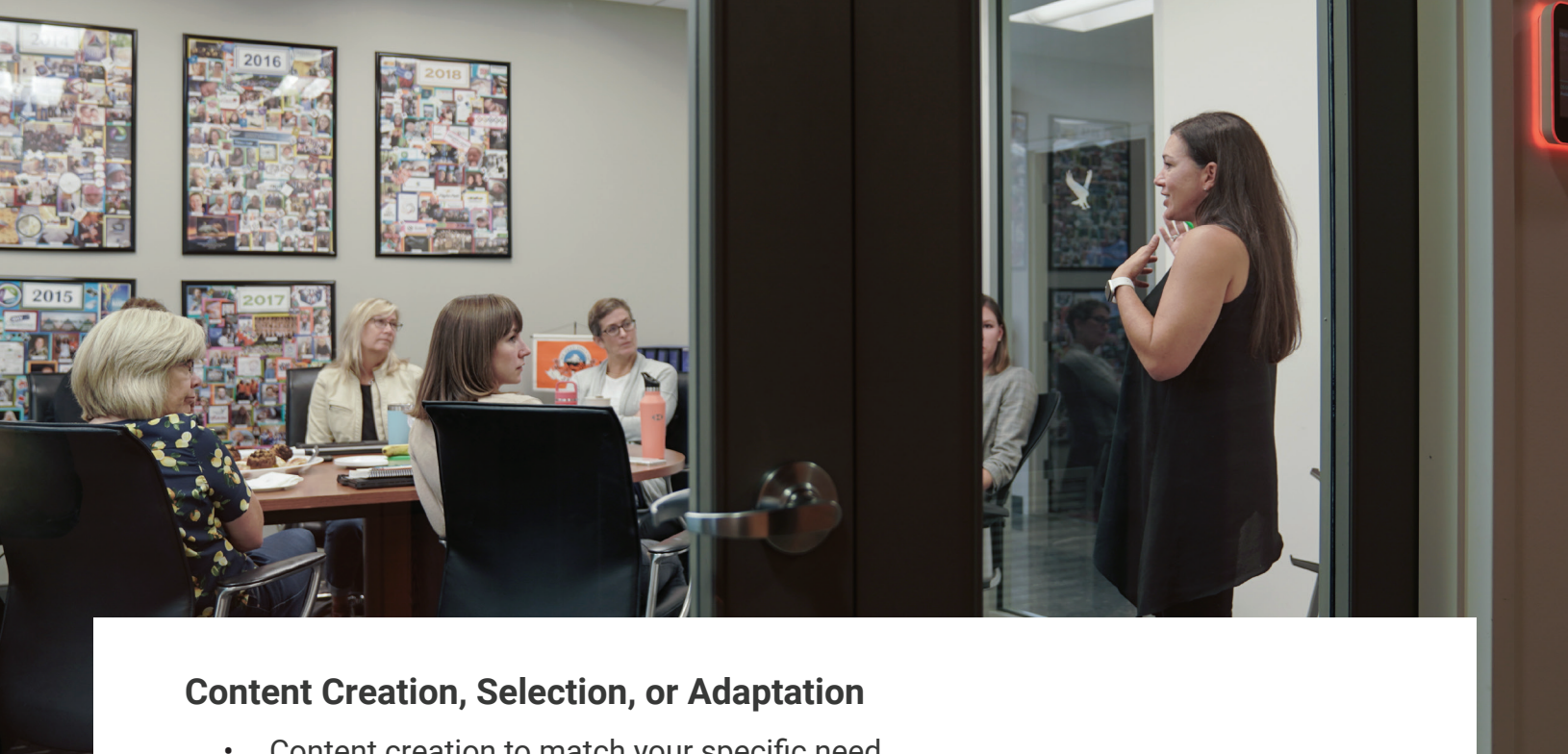
Eagle's Flight's ability to customize for business relevance, corporate uniqueness, and pragmatic content is key to your success. Whether your interest is to implement training for a specific facility or department, or to initiate a full-scale culture transformation, we have the content, tools, and expertise to ensure that your initiative is a success from the very beginning.

Regardless of the level of customization and consultation required for your initiative, you will be able to rest easy with Eagle's Flight as your partner. Not only do we have the experience and track record to help determine your best option, but we have the content and capabilities to make it happen. Across our entire offering, the level of Eagle's Flight consultation and customization is entirely up to you. Eagle's Flight capabilities include:

Consultation, Initiative Development, and Strategic Rollout Support

- Conduct an Insights Discovery to create clarity on the current state
- Integrate safety into your organization's mission, vision, and values
- Competency Framework Design
- Executive alignment
- Assessments of employee engagement and culture
- Communication strategy and execution





Content Creation, Selection, or Adaptation

- Content creation to match your specific need
- Adaptation of Eagle's Flight content
- Integration of your existing content into a new initiative
- Guidance on the most effective training approaches and methodologies
- Incorporation of your internal language and terminology
- In-house design team that matches the look of your brand

Facilitation Options

- Eagle's Flight facilitates
- Train-the-Trainer Certification
- Leaders as Teachers
- Do-It-Yourself Kits
- Flipped Classroom Delivery
- Global-Scale Rollout Capability

Sustainment and Application

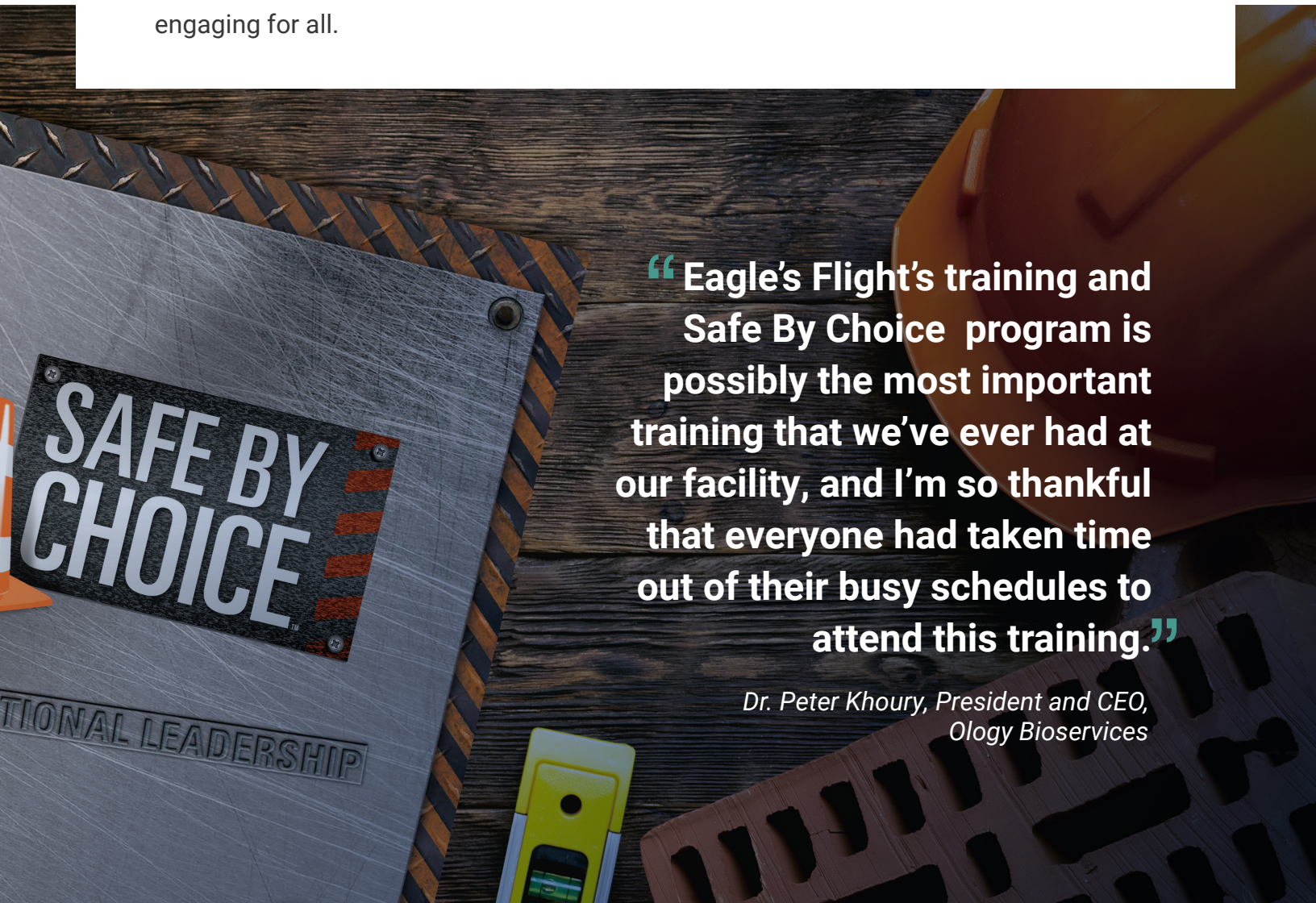
- Digital reinforcement
- On-the-job application tools
- Executive support to lead the initiative
- Knowledge assessments
- Learner Impact Scorecard



YOU'RE IN GOOD COMPANY: OLOGY BIOSERVICES CUSTOMER SUCCESS STORY

Ology Bioservices specializes in research and development, process development, and manufacturing of vaccines and biologics. The team at Ology Bioservices is contracted by the United States Department of Defense and operates out of a biosafety level 3 facility. Within that facility, their team works with organisms to produce vaccines, monoclonal antibodies, and other preventative medications. As such, safety is crucial.

Aware of its importance, Ology Bioservices recently partnered with Eagle's Flight to deliver *Safe By Choice*, a training program focused on building conviction in employees and leaders that they are responsible for, and capable of, building a safe culture for everyone. To date, this initiative has been well received by employees, leaders, and stakeholders, and is making the culture at Ology Bioservices one that is safe and engaging for all.



“Eagle's Flight's training and Safe By Choice program is possibly the most important training that we've ever had at our facility, and I'm so thankful that everyone had taken time out of their busy schedules to attend this training.”

*Dr. Peter Khoury, President and CEO,
Ology Bioservices*

THE EAGLE'S FLIGHT POINTS OF DIFFERENCE

A thoughtful and effective safety and compliance initiative can be transformative. At Eagle's Flight, we will partner with you to achieve that through practical and experiential solutions that suit your needs perfectly and help you drive success at your organization. With 30+ years of experience, a comprehensive suite of solutions, and a world-class team, nearly anything is possible.



Experiential Learning

At the heart of everything we do is experiential learning. Through practical, hands-on experiences, individuals learn by doing, not just listening, reading, or watching. New competencies are developed, more information is retained, and individuals are more likely to apply their new knowledge on the job.



Practical and Straightforward

We've mastered the practice of turning complex principles into practical tools, models, and approaches that are pragmatic, immediately applicable, and easy to use. Our tools enable participants to walk out of the room and start putting the learning into practice immediately.



Focused on Results

We work to consistently deliver against our commitment to ensure that you reach your training and development goals. Our disciplined, step-by-step process and proven expertise ensure real, sustainable results from training and development investments.

References

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CHANGING BEHAVIOR TO IMPROVE PERFORMANCE