



## 3 Cs for a Successful Safety Program

What is that “magic bullet” that makes the difference between a successful team and a team that is nothing more than a group having a coffee break once a month? This “magic” does not exist; however, there is an answer that makes the whole thing work. The answer is summarized in the three “Cs” - Commitment, Clarification, and Culture.

- **Commitment:** Accidents cost production, time, employee morale, and large profits. When Upper Management is willing to commit time, resources, and accounting control procedures to the equation, the safety program can begin to show huge dividends. It is proven repeatedly that a strong safety program helps a business to be more productive, maintain better talent, and increase retained profits. Commitment to a strong safety program is a commitment to the company’s employees and the organization’s success.
- **Clarification:** You can only assume employees know if your organization has educated them and confirmed they retained the knowledge you require them to have. Accountability is critical in safety and business; however, how can you hold someone accountable if you haven’t clarified your expectations? Employees may become defensive when they are not part of the process but feel like they are the scapegoats if things don’t go right. Clarify your realistic company safety goals, give employees the tools to achieve those goals, enforce accountability only when needed, and achieve success as a team.
- **Culture:** Every organization has a different culture from any other business. Developing a positive safety culture in an organization takes time if it did not exist in the past. Rome was not built overnight, and a safety culture will only be created after some time. It is essential to recognize that to improve something. First, you have to admit that something is not working. Sometimes it is small things, and other times those things are much more significant. Recognize that change comes faster when the benefits are communicated with positive & consistent direction and much patience. A culture already exists. The question is, “Is the culture you have the culture you need to have a great safety program?”

For more information, contact OSHA or your Loss Prevention Representative. Check out the resource page at [www.fcbifund.com/documents-and-resources/](http://www.fcbifund.com/documents-and-resources/)