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The A-List of Safety Leadership

by Alan D Quilley CRSP (held from 1985-2021)

Leaders lead through inspiration and perspiration. They say what they want and inspire others to make those things happen through simple activities that make it obvious that the vision they have for the future is real. They walk the talk.

In occupational health and safety management, it's essential to have the "C" suite committed to making the corporation a safe place to work. Just saying that the senior management team (CEOs, CFOs, COOs and the rest of the C crowd) is committed to safety is much different than actually demonstrating that commitment.

If you want A-class safety performance and be a great leader in OH&S management you need to roll up your sleeves and go through safety's A-list.

Announce

Tell everyone that you want safe production. Talk about it a lot. Every chance you get to talk about production and the expectation that you have, adds the expectation that your corporation's work is done safely.

Assign

Ask for safety as a measured process result. When talking about process, add the word "safely" as a condition of the assignment. Asking, "What will it cost us to do this project safely?" is a great way to force the planning of a project to include safety as an outcome. "How long would this process take, done safely?" is another wonderful way to get your staff to think about safety when performing tasks. Then, when the project is complete, ensure that the details of how the job was done are a part of your requirements for the final report — not just the injury stats, but how the job was actually done safely.

Assist

Demonstrate your interest in creating safety by doing things yourself. Poor leaders don't do what they ask others to do. Great leaders use their own actions to demonstrate what is important to them. Attending a safety meeting or process review tells everyone loudly and clearly that it's important to you. We've all been to group sessions where the "Grand Poobah" announces at the beginning of a meeting how important the meeting is — and then promptly leaves. You know how that feels when it's done to you, so don't do it to others. If safety is important to you as a leader then it has to be

Contact Us!

Marie Quilley

587-969-0276

mquilley@safetyresults.ca

safetyresults.ca

important enough to spend your time making it happen.

Providing the required resources also demonstrates your awareness of the fact that creating and maintaining a safety culture requires time and money. Allocating resources to meet safety tasks sends a very clear message.

Answer

Be available to provide answers and resources if required. Safety challenges require some expertise. Nothing is more frustrating than not having the right information to make good decisions. Good safety decisions often require engineering information or other sources of expertise (occupational hygienist, ergonomists, medical staff).

Assess

Measure the quantity and/or quality of safety-creating activities. Make it a formal part of what you measure as success. Ask how many meetings are being held, if the meetings are being measured for quality, or whether the team feels they're having productive meetings. What has happened as a result of the meetings that were held? How many safety problems have been resolved this week? These are all great questions and clearly communicate that the leader is interested in how well the OH&S management process is working. Don't let the annual audit of the process be the only time that the OH&S management system is discussed. Keep safety as a regular discussion by constantly assessing the progress.

Allow Celebration

Celebrate the activity, not just the result. Sometimes bad things happen to good people. There is nothing worse than "trinket" safety. Adults don't like this trickery; it looks and feels like a bribe. In fact, it will probably cause under-reporting.

Celebrate human effort: make it sincere, meaningful and, above all, make it THEIR celebration. Over-managing this will only cause you grief. Let the people who did the hard work tell you how they want to celebrate — then do that. Assess and see if it went as well as you would have liked it to go. If not, change it! Even better, have the people responsible change it. Passive OH&S management systems don't work.

If you are a leader reading this article, I hope you take your desire to make your corporation a safe and healthy place to work beyond stated commitments.

It's going to take lots of effort and action to truly make your management staff and employees believe you're serious about safe production.

Alan D. Quilley (1954-2021), my late husband, was a proud CRSP and published author of 8 books solely dedicated to OHS. He spent over 4 decades working as a safety professional, and since 2003, was a highly successful and sought after OH&S consultant and trainer/mentor. In determining the direction of our newsletter, I've decided to reprint some of Alan's past articles as they are virtually timeless.

Next BCRSP-CPD Mandatory Ethics Course

Next course November 1/22

This course takes approximately 3.5 hours to complete.

Registrations for the November 1/22 course are open until November 4/22 and the course will conclude November 30/22. This comprehensive and thought-provoking course, designed specifically for, and approved by the BCRSP by Alan Quilley, (who has been a CRSP for 35+ years), is ensured to enlighten and challenge a CRSP's thinking of ethics in their professional practice.

As required by the BCRSP, the course also includes detailed discussion of:

- BCRSP Code of Ethics and Professional Conduct
- Rules of Procedure of the Discipline Committee of the Board of Canadian Registered Safety Professionals

For more information on the course, please email [Lambton College](#)

To register for the course, please click [here](#).

Online CRST Examination Preparation

Safety Results Ltd, in conjunction with Lambton College based in Sarnia, Ontario, brings you THE best online CRST Examination Preparation Workshop!

Our next course starts on December 1/22. This is perfect timing for those of you writing in March 2023. The course registration is open until December 5 and the course ends December 30/22.

When researching methods to deliver this top-notch course, we were expressly interested in associating with a distinguished educational institution as opposed to unknown online entities. It was vitally important that we aligned ourselves with an institution that believes in the same degree of ethics, high attention to service, content and quality as we do. Established in 1966, Lambton College has the enviable reputation as a pioneer in Mobile Learning. They are a global leader in applied research, education and innovation. Their

work in a number of fields continues to exceed expectations, which makes them a perfect fit for what we do.

The aim of this course is to assist in performing your own knowledge gap analysis and then create a study plan which will enable you to focus on the competencies that you need to master before the exam.

To review and register in this online course, please click [here](#). (Registrations are handled exclusively by Lambton College)

Exclusive to Lambton College students confirmed in this course, the study material that the course was built upon is available at a special student discounted rate of \$400.00 CAD plus applicable taxes. Shipping (within Canada only) is included. More details [here](#).

Recent compliments for our CRSP and CRST Examination Courses and Study Material!

"Wanted to send a quick note that I received my CRST exam score today. I'm completely shocked, but also very proud, to share that I passed the exam on the first attempt! There's no way I would have been successful without the study material from Safety Results, and Greg's support and guidance while studying for the exam. Thank you both, so very much!! Tonight, my husband and I are opening a "good" bottle of wine to celebrate and toast everyone who helped me successfully achieve the CRST designation".

"I just wanted to circle back to thank you for your assistance in preparing for the CRSP exam. I'm thrilled to report that I have passed! Thanks so much!"

"I passed! The CRSP Study materials I purchased were very helpful in preparing for the exam."

We are absolutely delighted when we receive testimonials such as these. They serve to reinforce that along with their own studying, clients that take part in one of our Virtual Coaching packages, or individual purchasers of our study material consistently prove that WE have the right formula.

CRSP AND CRST VIRTUAL COACHING EXAMINATION PREPARATION

As it has always been our commitment to help candidates with their studies for both the [CRSPEX](#) and the [CRSTEX](#), we are continuing our *Virtual Coaching Packages*. These packages are currently available to those that are writing the 2019 Blueprint CRSTEX and the 2020 Blueprint CRSPEX.

We will provide all of the material (shipped at our cost within Canada only). We are also delighted to offer generous discounts to current members in good standing of the CSSE and WOHSS (not combinable). For more information on those discounts, please contact [Marie](#).

This virtual package includes 6 hours of personal coaching by Greg McInnes CRSP. The hours are broken down however you wish. There will be homework assignments between the calls. Calls are individualized and held via phone or Zoom Video Conference, your choice.

“It’s really important to know who is trying to teach you something”. - Alan D Quilley CRSP

Who is your Coach?

Greg McInnes, CRSP is our instructor and can teach you how to study to help you in being successful in your journey to certification. He is a respected leader in OH&S, having over 30 years’ experience in the field in OH&S management positions (civic government, healthcare, aerospace, oil and gas and utilities). Greg has also been a member of the Board of Governors for BCRSP and held positions with CSSE at the local, provincial and national levels.

He is a working CRSP who consults to industry helping them create and implement their Health and Safety program. Greg has developed and instructed adult OHS education programs at the University of Alberta and has co-instructed at NAIT along with instructing OHS courses for varying companies. With all his experience, and sharing our techniques to help you focus your studies, why look elsewhere? When selecting your mentor, take the time to research who other providers are. We believe that they simply won’t measure up with us in terms of quality, experience and teaching style.

“There are no hard questions if you know the answers”. - Alan D Quilley CRSP

CRSP Virtual Coaching Package

Inclusions:

- Study material (material shipped at our cost within Canada only) based on the 2020 CRSP Examination Blueprint
- 6 hours personal coaching with Greg McInnes
- CRSP Exam Prep Study Manual
- CRSP Exam Prep Knowledge Gap Analysis Questions & Answers Workbook
- Handbook (offered only to those taking part in this Virtual Coaching Package)
- \$899.00 + tax

CRST Virtual Coaching Package

Inclusions:

- Study material (material shipped at our cost within Canada only) based on the 2019 CRST Examination Blueprint
- 6 hours personal coaching with Greg McInnes
- CRST Exam Prep Manual
- CRST Exam Prep Practice Questions and Answers Examination Workbook
- Handbook (offered only to those taking part in this Virtual Coaching Package)
- \$899.00 + tax

For more information, please visit our website:

[CRSP Courses](#) or [CRST Courses](#)

If you wish to purchase only the study material (CRSP Study Manual and Workbook or CRST Study Manual and Workbook) please visit our website:

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