

# Leadership Seminar Series

Our **Leadership Seminar Series** isn't just another training program; it's a strategic solution designed to help your organization reduce costs and build a safer, more engaged workplace.

## Why It Matters

Supervisors are the keystone of your organization. When they lead effectively, they boost employee morale, enhance communication, reduce accidents and inspire trust. And when trust exists, claim outcomes improve. Here's why this matters:

- **Clear Communication:** Ensures everyone understands the direction of the organization and their individual role.
- **Conflict Resolution:** Clear communication minimizes risk, improves collaboration, and enhances efficiency across teams.
- **200-300% Increased Attorney Risk:** Employees lacking trust in their supervisor are significantly more likely to retain an attorney, driving up claims costs by over 300%.\*
- **Lower Incident Rates:** Organizations with highly engaged employees see a **70%** reduction in incident rates. \*\*
- **Cost Reduction with Early Reporting:** Reporting claims early can bring down costs by **51%.\***

## The Leadership Seminar Series

The training is structured into 12 lessons that blend expert guidance with hands-on employer-led sessions.

### How It Works:

- **Sessions 1 & 2**

Delivered live or via Teams by our Leadership Team:

- **Part 1:** Understanding Leadership
- **Part 2:** Connecting Leadership with Safety and Claims

These sessions include homework and a Supervisory Leadership Inventory Assessment.



# Employer-led Lessons

The following 10 lessons build on the foundations we provide, focusing on actionable strategies supervisors can use every day.

## 1. Leadership Foundations

- **Focus:** How supervisors shape company culture and boost employee morale.
- **Key Principle:** Leadership is influence (John Maxwell) and proactive vision (Stephen Covey).

## 2. Building Trust

- **Focus:** Fostering open communication by earning trust.
- **Key Principle:** Earn trust (John Maxwell) and seek first to understand (Stephen Covey).

## 3. Proactive Hazard Management

- **Focus:** Identifying and reducing hazards before they lead to accidents.
- **Key Principle:** Leaders see more and before others (John Maxwell) and prioritize safety (Stephen Covey).

## 4. Leading by Example

- **Focus:** Modeling safe behavior to encourage compliance.
- **Key Principle:** People do what people see (John Maxwell) and be proactive (Stephen Covey).

## 5. Effective Communication

- **Focus:** Using clear and consistent messaging to prevent misunderstandings and enhance safety outcomes.
- **Key Principle:** Leaders communicate to connect (John Maxwell) and synergize (Stephen Covey).

## 6. Emotional Intelligence

- **Focus:** Managing stress, addressing conflicts, and cultivating a positive company culture.
- **Key Principle:** Touch a heart before asking for a hand (John Maxwell) and sharpen the saw (Stephen Covey).

## 7. Fostering Accountability

- **Focus:** Setting clear expectations and holding teams responsible.
- **Key Principle:** Leaders take responsibility (John Maxwell) and begin with the end in mind (Stephen Covey).

## 8. Effective Incident Investigations

- **Focus:** Conducting thorough reviews to prevent repeat occurrences.
- **Key Principle:** Leaders learn to improve (John Maxwell) and seek first to understand (Stephen Covey).

## 9. Promoting Continuous Safety Training

- **Focus:** Adapting to new risks through ongoing education.
- **Key Principle:** Leaders are learners (John Maxwell) and sharpen the saw (Stephen Covey).

## 10. Encouraging Safe Behaviors

- **Focus:** Motivating teams with positive reinforcement to foster safe practices.
- **Key Principle:** Leaders add value to others (John Maxwell) and think win-win (Stephen Covey).

## Why This Series Works

By focusing on trust, communication, and proactive leadership, this series positively impacts your organizational culture, reduces risks, and ensures better claim outcomes. Supervisors leave empowered with the practical tools and understanding needed to lead effectively in safety and claims management.

\*Source: Work Comp Research Institute

\*\*Source: Gallup

\*\*\*Source: NCCI

Help your supervisors lead with confidence and impact. Set them up for success with our Supervisors Safety and Claims Leadership Training Series!

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