



EMERGING TRENDS WEBINAR SERIES

Increasing Accountability
with Your Safety Program

“TAKE CONTROL OF YOUR RISK”

People Risk Management



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Increasing Accountability with Your Safety Program

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Emerging Trends WEBINAR SERIES

CEU Credits



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The Journey

August 21, 2025

Introduction to People Risk Management (Leadership)

September 18, 2025

How to Reduce Risk with New Hires

October 16, 2025

Increasing Accountability with Your Safety Program

November 13, 2025

Improve Your Claims Management

December 11, 2025

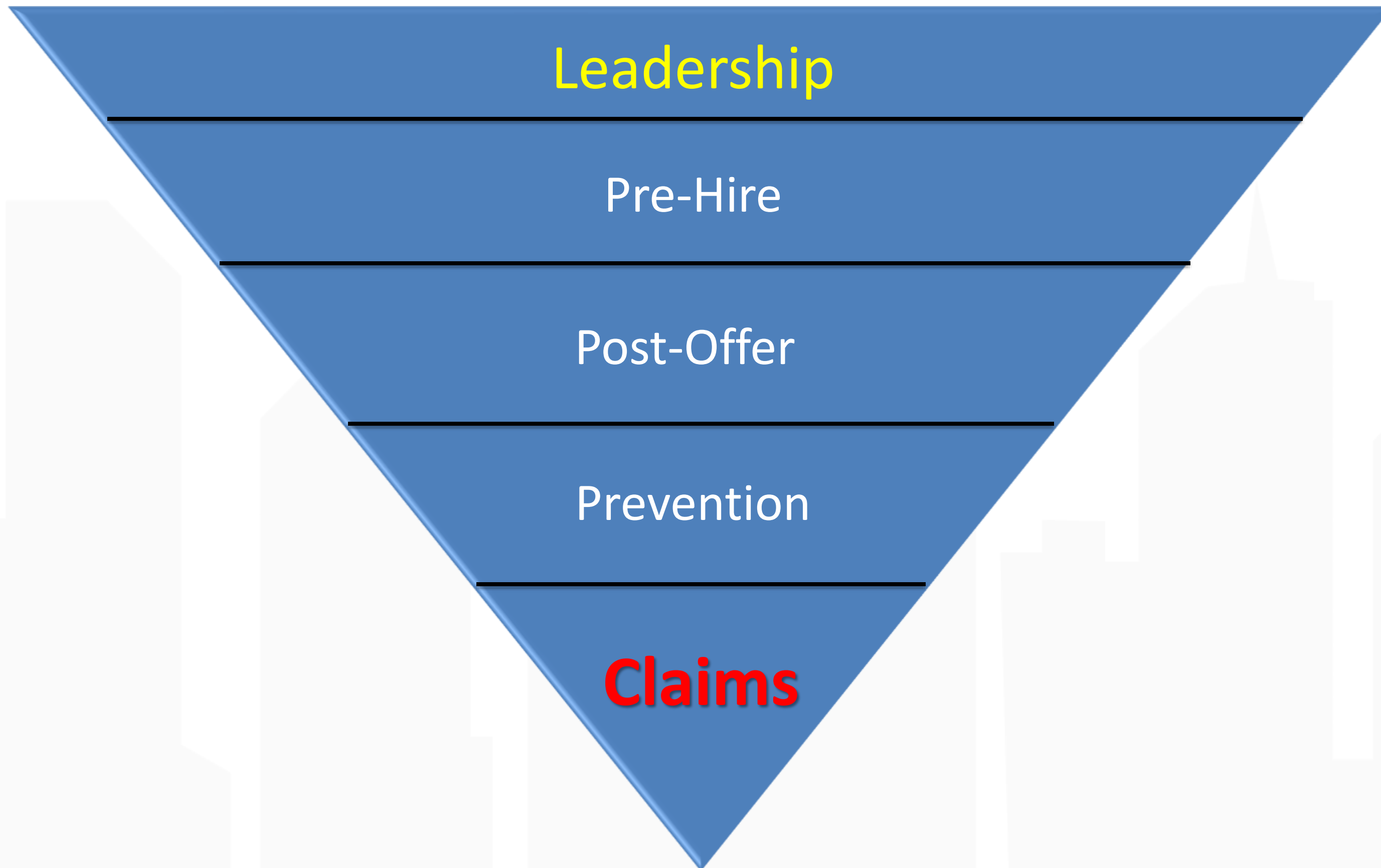
Fleet Safety for Owners and Managers

January 15, 2026

Risk Management Considerations with Cyber and Employment Practices



Building a Foundation





Defining Accountability

By fostering a culture of accountability, organizations can empower their workforce to take ownership of safety and drive continuous improvement.

Everyone Taking Accountability



Why is Safety Knowledge so Important

- New employees follow the leader
- Employees take ownership of safety
- Better retention
- Weeds out poor performers
- Better Return-to-Work outcomes
- Fewer injuries
- Less attorney involvement
- Significantly lower cost of risk



Accountability for Managers

Set the Tone

Provide Resources

Implement Safety
Policies

Empower Employees

Hold Managers Accountable

Accountability for Supervisors

Monitoring
Employee Safety

Providing Safety
Training

Empowering
Employees

Investigating Incidents

Leading by Example

Accountability for Employees

Take Ownership
of Safety

Active Participation in
Safety Program

Incident
Reporting

Hazard Identification
and Reporting

Promote a Culture of Safety



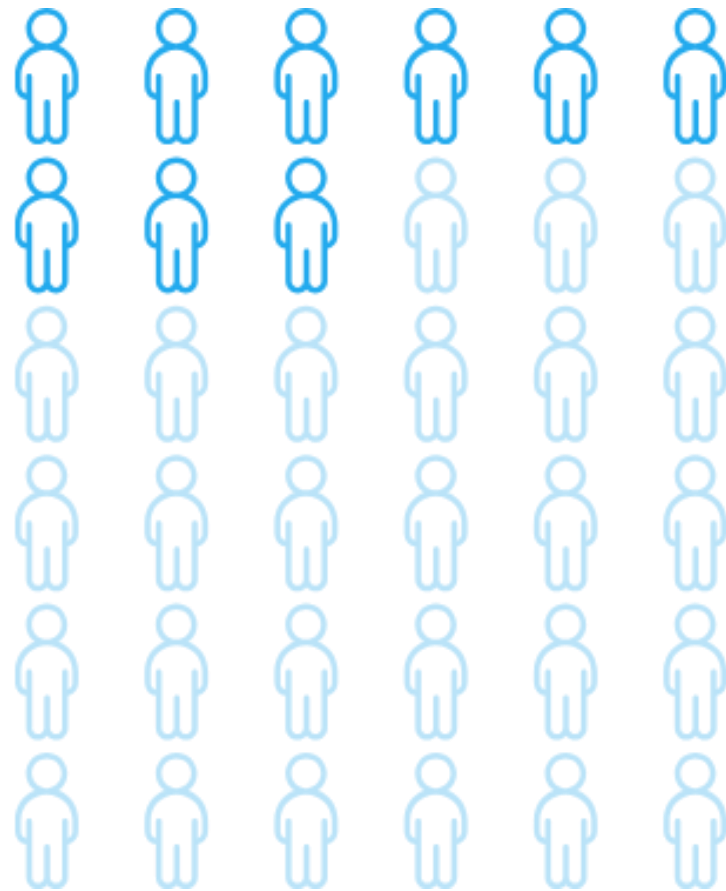
Who Impacts the Safety Culture



Managers/Supervisors/Employees

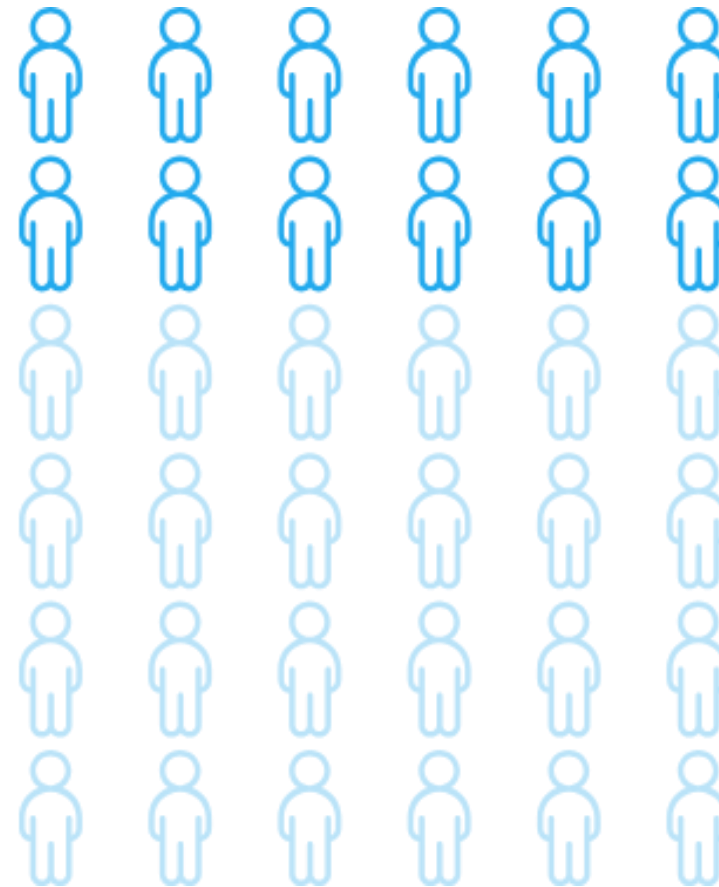
Who has the biggest impact on safety?

24%



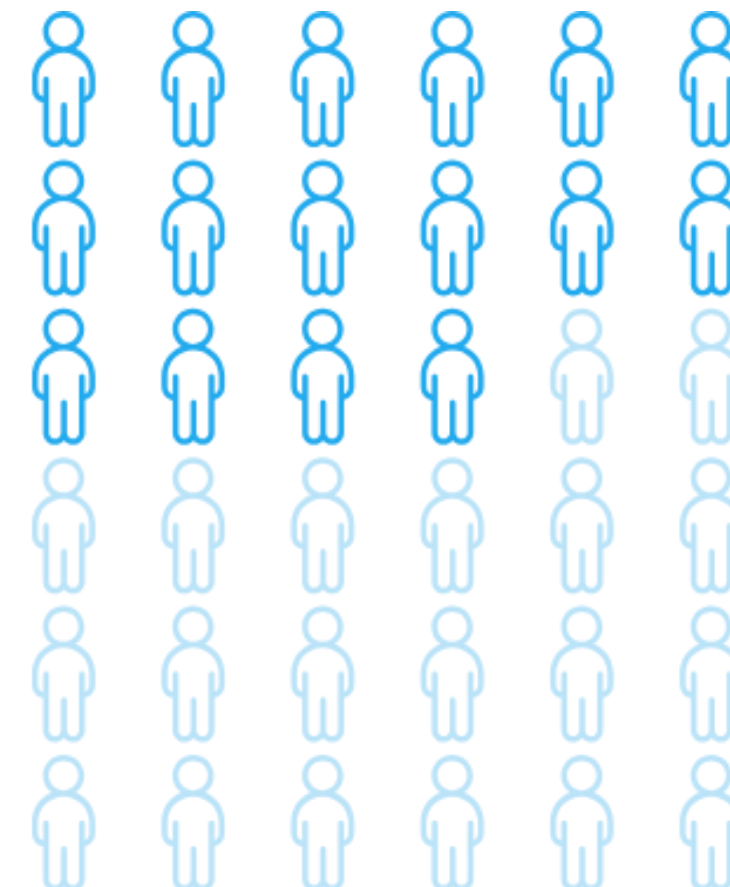
Management

33%



Supervisors

43%



Employee's



Who's perception of safety matters most



Managers/Supervisors/Employees

Polling Question

The Employee's Perception Is...

1. Reality
2. Expensive
3. Not Set in Stone



EMPLOYEE PERCEPTION SURVEY

Keyword

PERCEPTION

Key Insights

Management

Do you consider your job to be safe?



No



Not Sure

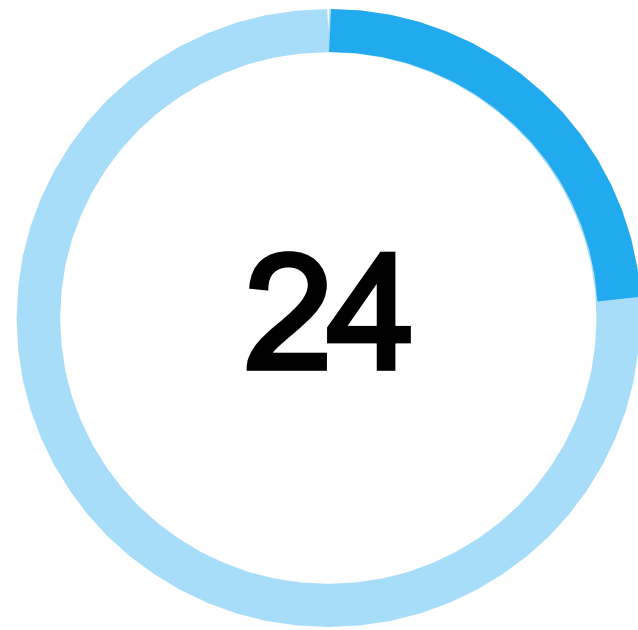


Yes

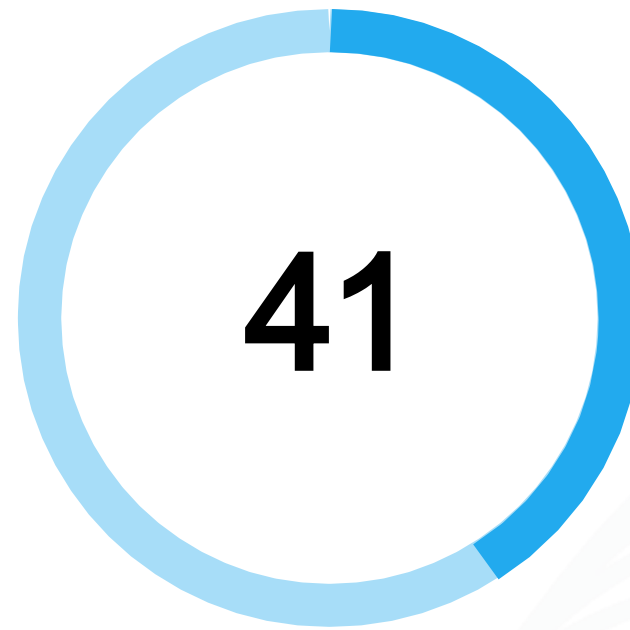
Key Insights

Management

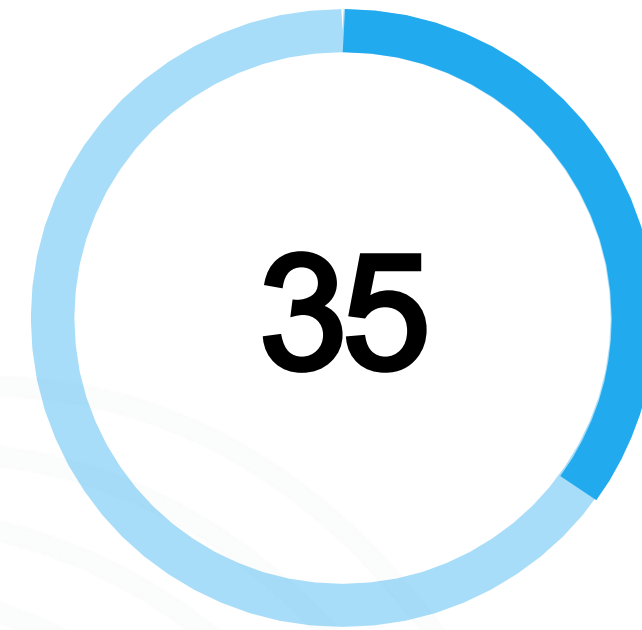
When you were hired, did you receive adequate training to perform the job safely?



No



Not Sure

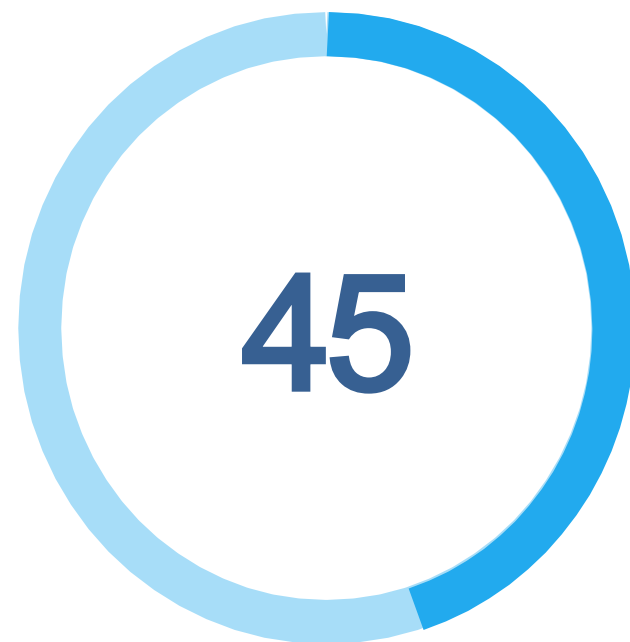


Yes

Key Insights

Management

Is Management Committed to Safety?



Yes



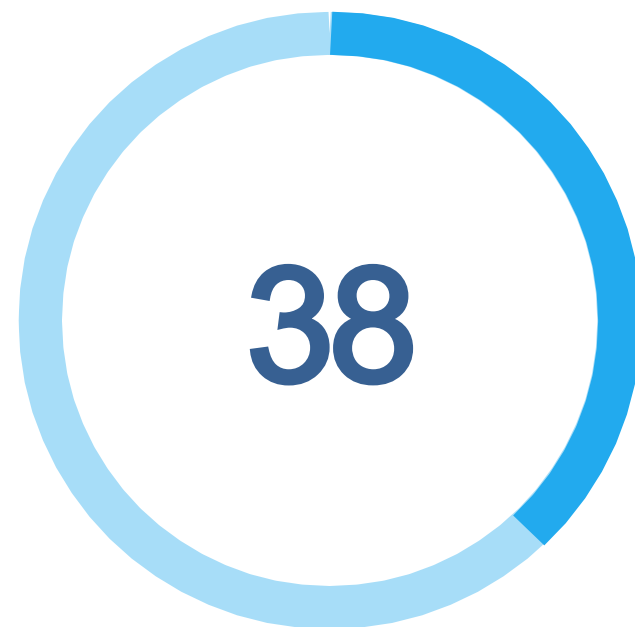
No



Maybe

Key Insights Supervisors

Do You Respect Your Supervisor?



Yes



Not Sure



No

Key Insights

Supervisors

Regarding Safety, Does Your Supervisor Treat
Everyone the Same?



Yes



No

Key Insights

Supervisors

My Supervisors Mostly Gives Me:



Positive



Negative



50/50

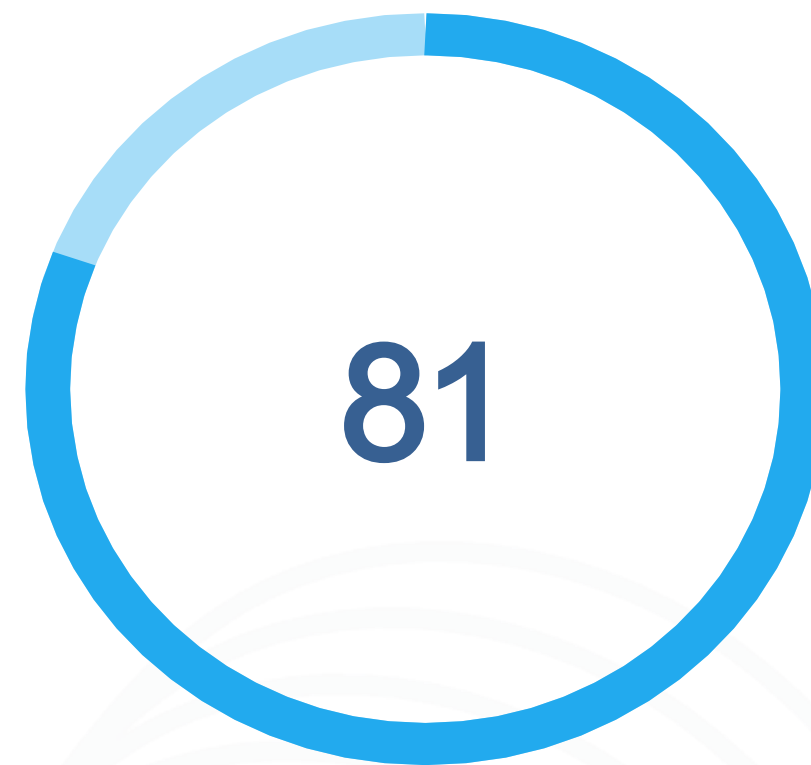
Key Insights

Employees

Do All Your Coworkers Follow Safety Rules?



Yes

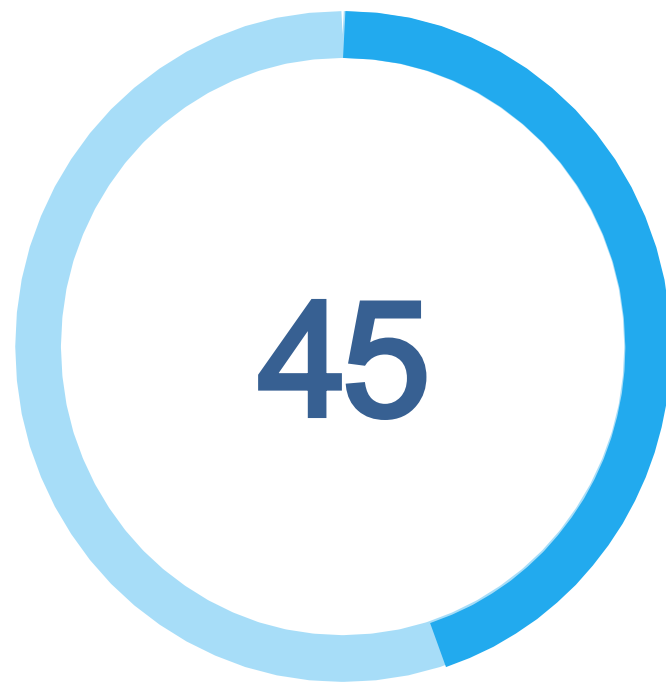


No

Key Insights

Employees

Are You Concerned That Coworker's Unsafe Actions
May Injure You or Others?



Yes



Sometimes

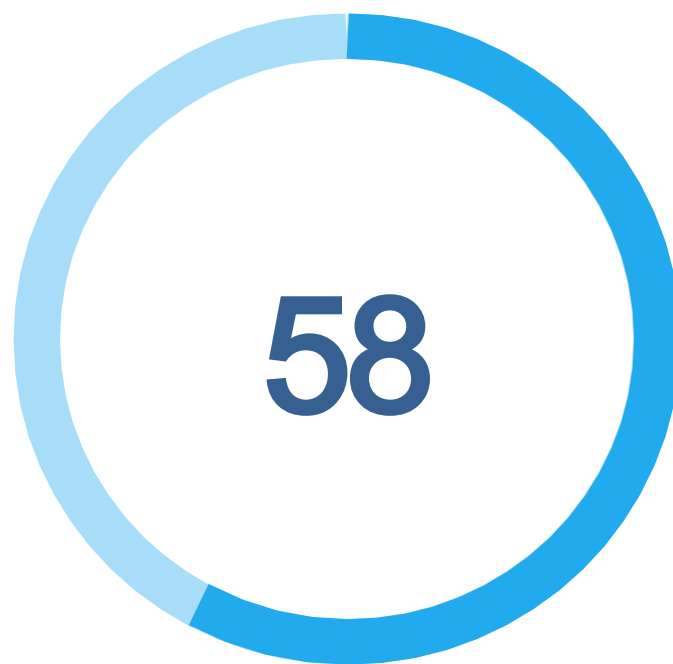


No

Key Insights

Employees

Have You Ever Witnessed a Coworker Working Under the Influence of Drugs and/or Alcohol?



Yes



Sometimes

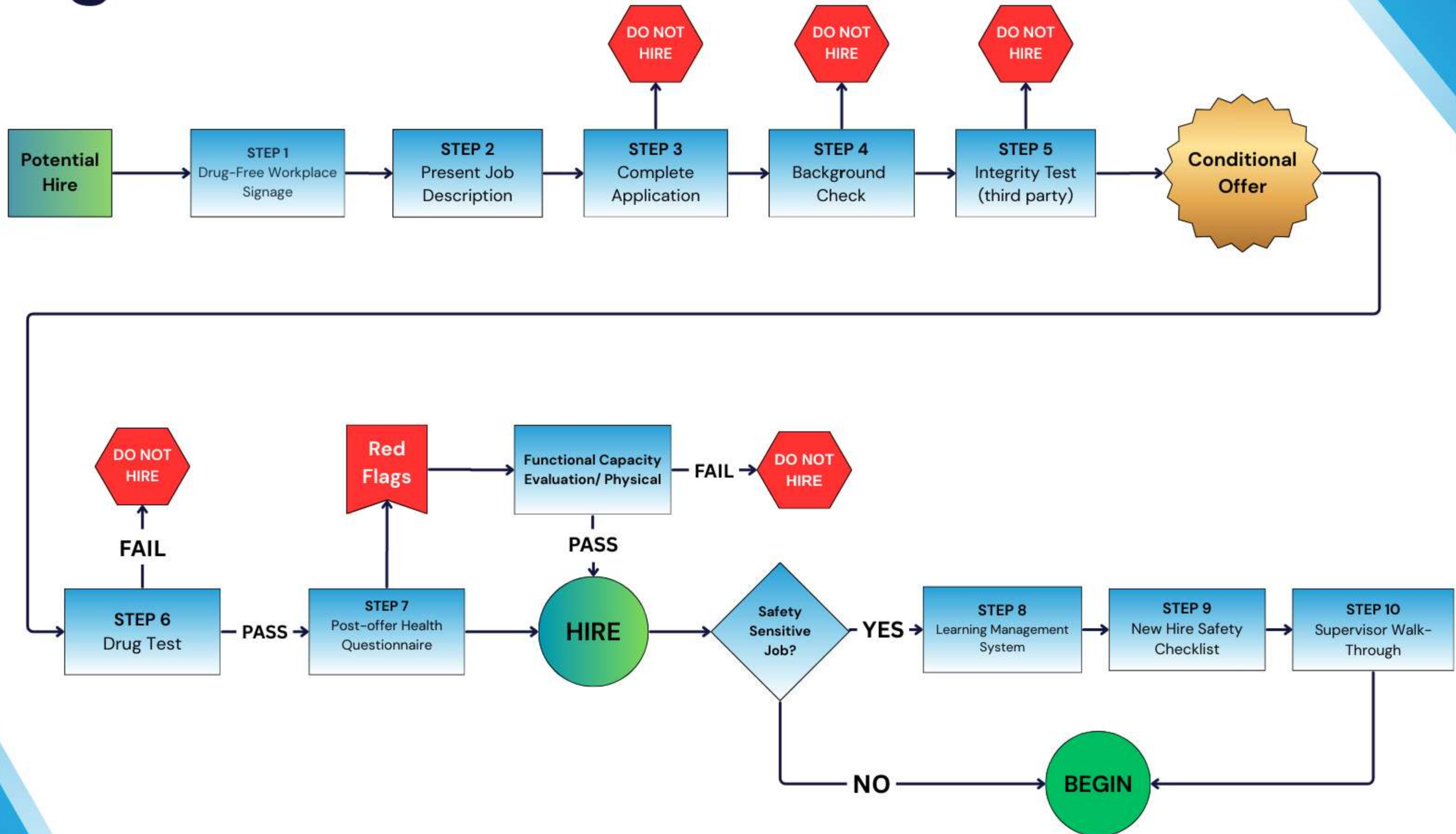


No

How to Improve Your Organizations Safety Knowledge



Hiring Process





You Cannot Outsource (RISK) Management



Risk Knowledge Score

1. Leadership - 150 Pts

2. Pre-hire - 100 Pts

3. Post-offer - 150 Pts

4. Prevention - 250 Pts

5. Post-claim - 200 Pts

Total = 850 Points

Risk IQ Score: Calculate your organization's Risk IQ score. **Total Points Available: 850** [Reset](#)

Section 1: Leadership (150 Points) Company Name:

Instructions: Select all practices your organization currently implements.

- Organizational Risk Assessment. (50 points) ☐
- Management IQ Assessment/Employee Perception Survey. (50 points) ☐
- Your leadership team is enrolled in our Safety Leadership Academy or a similar program. (50 points) ☐

Leadership Score: 0 / 150

Section 2: Pre-Hire Practices (100 Points)

Instructions: Assess the practices your organization implements before making a hiring decision.

Instructions: Select the option that best describes your current training practices.

1. Our job descriptions include detailed physical demands.
 - Yes (25 points) ☐
2. We conduct integrity testing for all candidates.
 - Yes (25 points) ☐ (If yes, which vendor do you use? _____)
3. Are you a drug-free workplace?
 - Yes, we are a certified drug-free workplace. (50 points) ☐
 - Yes, but we are not certified. (25 points) ☐

Pre-Hire Score: 0 / 100

Section 3: Post-Offer Procedures (150 Points)

Instructions: Select all practices your organization currently implements.

1. We utilize a Post-Offer Health Questionnaire.
 - Yes (50 points) ☐
 - No (0 points) ☐
1. We have a three-part new-hire safety orientation. (100 points total) If none, mark none ☐
 - Part 1: New-hire safety orientation class. (50 points) ☐
 - Part 2: Employee signs a "Rights and Responsibilities" form. (25 points) ☐
 - Part 3: Supervisor conducts a safety walkthrough. (25 points) ☐

Post-Offer Score: 0 / 150

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0

850

Risk Knowledge Score

Risk Knowledge Assessment

1 How often do you conduct safety training? If none, mark none ☐

Bi-monthly (125 points) ☐

Monthly (100 points) ☐

Quarterly (50 points) ☐

Semi-annually (25 points) ☐

Annually (10 points) ☐

3 Annual Safety Policy review with sign-offs (50 points) ☐

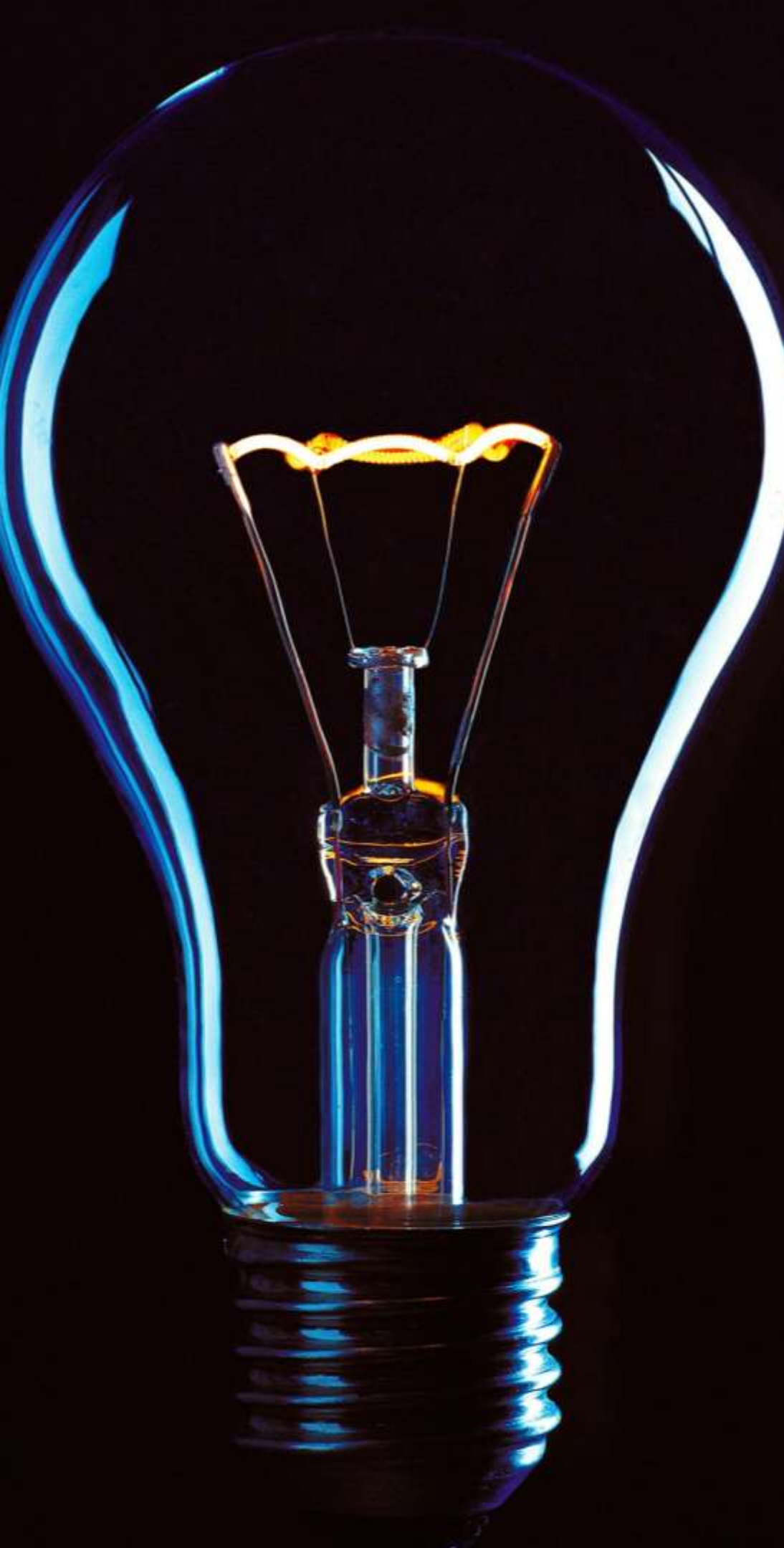
2 Monthly Safety Leadership Meetings? If none, mark none ☐

Monthly (75 points) ☐

Quarterly (25 points) ☐

Annually (10 points) ☐





Where Do I Start

If you build it, they will follow

Microlearning

Supervisor Leadership
Training

Program Structure

P3 - Program Structure

1. Policy and Procedures

Action speaks louder than words, but you must have a written policy and procedures in place.

2. Training

What is your Training ROI

3. Hazard Identification

Implement a robust system for identifying, assessing, and mitigating potential hazards in the workplace through regular inspections, job safety analyses, and employee engagement.

4. Incident Reporting/Analysis

Establish a transparent and non-punitive incident reporting system that encourages employees to report near-misses, injuries, and safety concerns, enabling the organization to investigate and implement corrective actions.

5. Regular Meetings to Discuss Safety and Claims

Training ROI

Comparison of Key Metrics

50%

Learning Scrap

90%

Forgetting
Curve

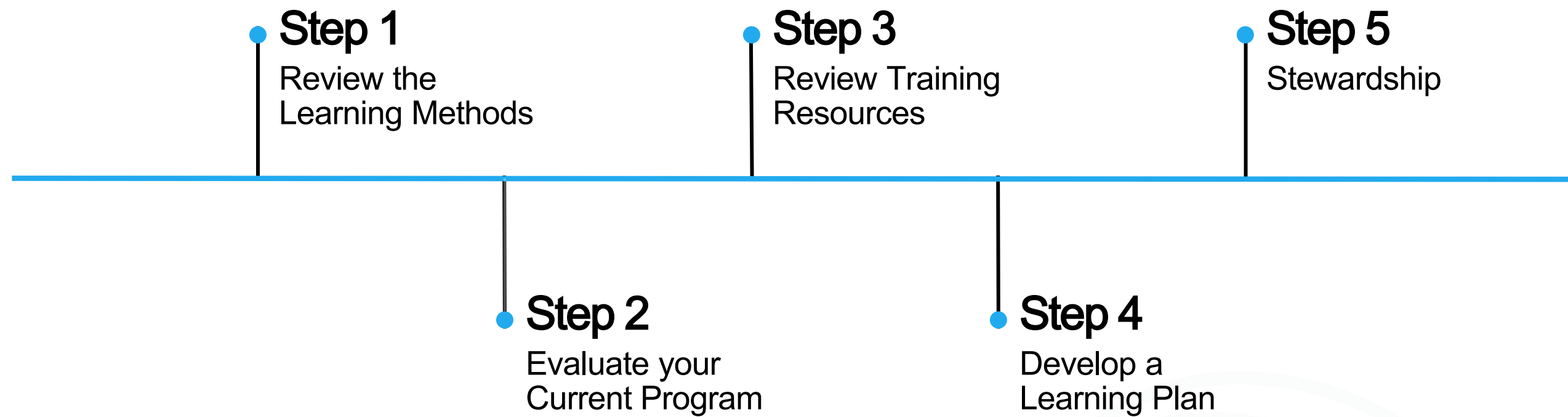
100%

Accountability

200%

ROI

Develop a Learning Plan



Consider a Platform that Offers

Microlearning

learning in small steps



✓ Easy

✓ Focused

✓ Effective

- **Micro-learning**

Not all LMS's are created equal

- **Safety Assessments**

What gets measured, gets results

- **Incident Analysis**

Knowledge is the best prevention tool

Safety Meetings

Supervisors

- 1.Explain Why
- 2.Create KPI
- 3.Leadership Training

Safety Committee

- 1.Plan Review
- 2.Feedback
- 3.Accountability

Insurer/TPA

- 1.Explain the Plan
- 2.Get Feedback
- 3.Review Claims

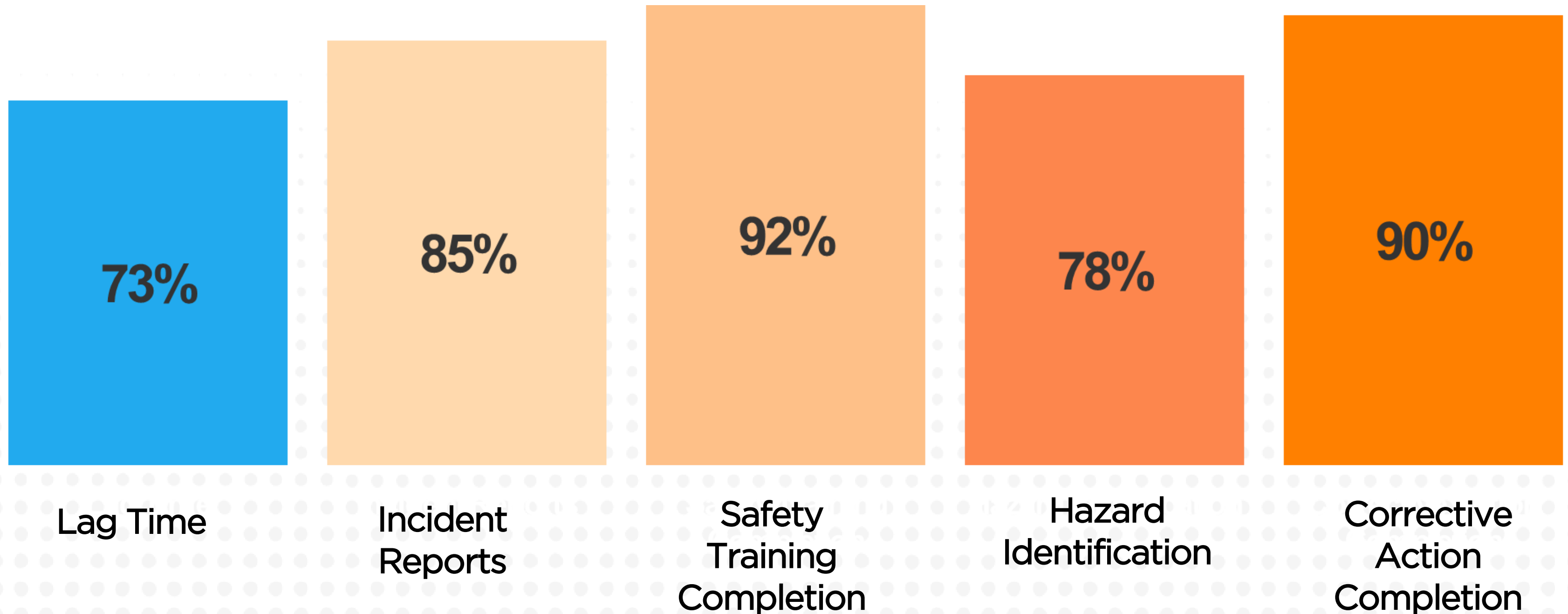
Be Intentional!

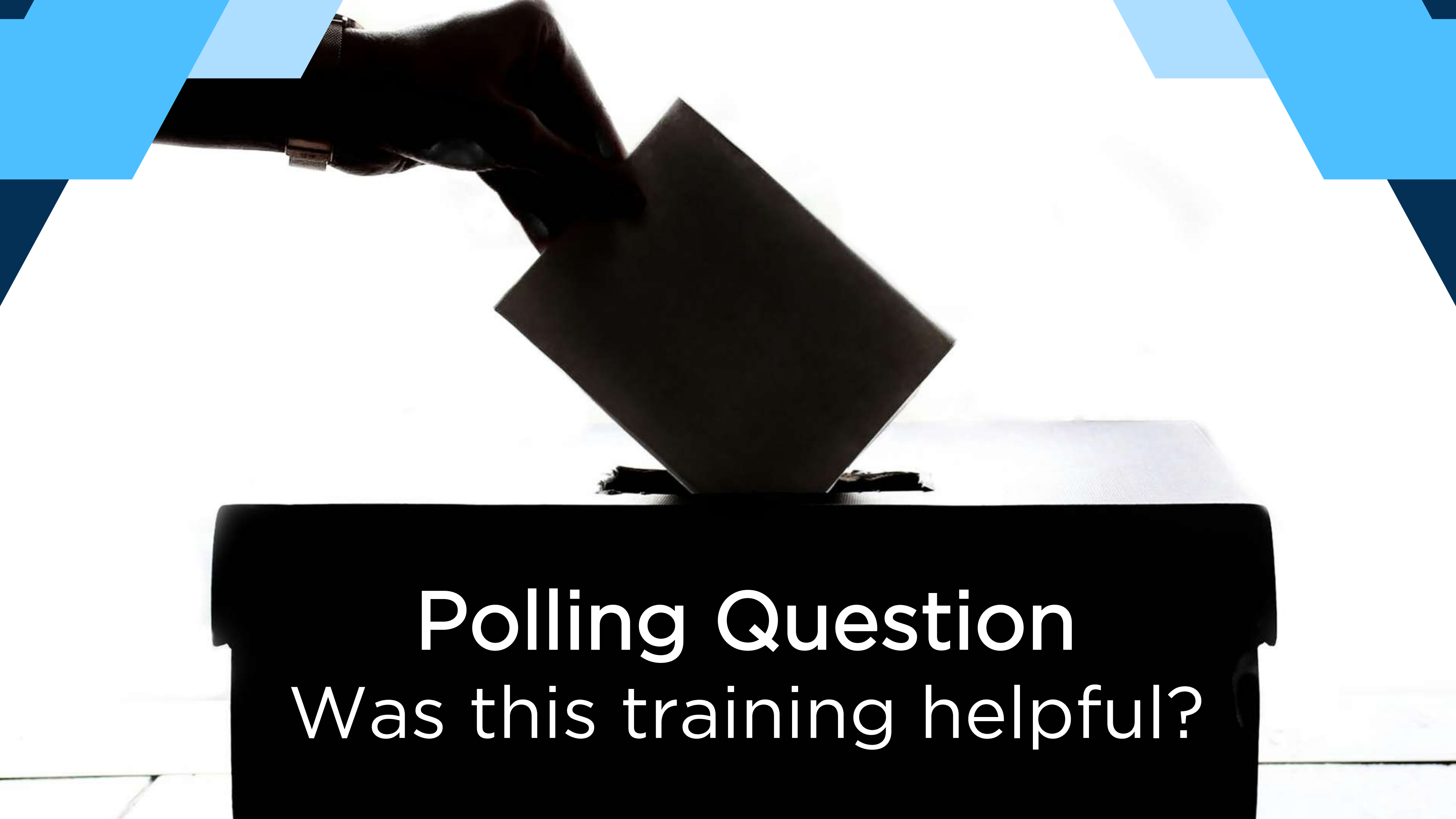
Keyword

Safety

Measuring and Improving Safety Performance

Key safety indicators to track and improve



A close-up photograph of a hand dropping a white ballot into a black ballot box. The hand is positioned at the top left, and the ballot is angled downwards towards the slot of the box. The box is black and has a white rectangular area on its front face. The background is bright and slightly out of focus. The image is framed by blue geometric shapes in the top corners.

Polling Question
Was this training helpful?

Improving your Safety Culture is
~~Im~~possible



Personal leadership
and accountability

Questions & Answers



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Contact Us to Assess Your Current Risk Knowledge Score:



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CEU Credits Program Evaluation



10.16.25 Increasing Accountability
with Your Safety Program
Evaluation





Spin the Wheel

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