



# August 2011 Updates

## Introducing S.T.E.P.S.®!

**S.T.E.P.S.®** (Strategic Targets for Excellent Performance in Safety®) is a process for accomplishing safety excellence by targeting and addressing the key competencies, conditions, and common practices that have the greatest impact on preventing accidents and sustaining a culture of performance excellence. Each step is prioritized to ensure quick wins, visible progress, and maximum efficiency and effectiveness of effort. Is your organization ready to take the first S.T.E.P.S.® on the journey toward safety excellence?

### Events

#### [NSC Omaha](#)

#### [Breakfast Series](#)

Safety Culture Goes Far Beyond Work

**18 August 8am-9am**

#### [Annual National](#)

#### [VPPPA Conference](#)

Safety Metrics: The Big Picture

**31 August 8am - 9am**

Leadership Safety Coaching:

Teaching Supervisors to be Safety Coaches

**31 August 10:30-11:30am**

#### [NSC Webinar](#)

Teaching Supervisors to be Safety Coaches

**13 September 1pm-2pm**

#### [Lean BBS®](#)

#### [Certification](#)

Internal Consultant Workshop

**20-22 September**

#### [SMACNA Convention](#)

Training Supervisors to Become Safety Coaches

**26 September 2 - 3:30pm**

#### [HSE Canada](#)

Achieving Safety Excellence in a Lean Environment

**27 September 4-4:45pm**

Safety Metrics: The Big Picture

**28 September 8-8:45am**

Leadership Safety Coaching:

Teaching Your Supervisors to be Safety Coaches

**28 September 3-3:45pm**

#### [IADC Drilling HSE](#)

#### [Europe](#)

Teaching Supervisors to Become Safety Coaches

**29 September 9am**

#### [iP Safety Conference](#)

#### [& ICUEE](#)

Teaching Supervisors to Become Safety Coaches

**3 October 2pm-3:30pm**

### Articles

#### [Policing for Results Leads to Management by Voodoo](#)

*"My supervisors just can't wear two hats. Their job is to enforce the rules.*

*Asking them to also coach for discretionary*

*performance would be too confusing and put them in an awkward position."*

*This comment is an indicator of what I like to refer to as "19th century leadership". [keep reading](#)*

#### [Public Praise and the Dangers of Demotivation](#)

*Incentives, rewards and recognition are all difficult to implement well. Most people struggle. A principle that all effective leaders eventually learn is what motivates one person will often demotivate another.*

*[keep reading](#)*

#### [Passionately Proactive: A Pleading Call to Action](#)

Passion tends to follow an unfortunate event or diagnosis.

While a support structure is proven to be critical to facilitate recovery, the reality is that passion for another is reactive. For our society to progress and truly reach the point of true prevention, passion needs to be proactive [keep reading](#)

#### [S.T.E.P.S. - Strategic Targets for Excellent Performance in Safety](#)

Throughout the years, a variety of programs have been utilized to improve safety, increase employee involvement, and create a viable safety culture. More recently, a new process called STEPS has emerged.

[read the article](#)

### Podcasts/Videos

#### [#192 - Passionately Proactive: A Pleading Call to Action](#)

#### [#191 - Seeing Risk Through a New Lens](#)

#### [#190 - What Determines Your Safety Focus?](#)

#### [#189 - S.T.E.P.S. \(Strategic Targets for Excellent Performance in Safety\)](#)

#### [#188 - Change is Inevitable, Support is Not](#)

#### [#187 - Safety Culture: A Matter of Characteristics or Capabilities?](#)

#### [#186 - On Feedback: Providing it Due to an Observed Unethical Situation](#)

#### [#185 - On Behaviors: Causation, or Prevention?](#)

#### [#184 - Incentives and Rewards: Lazy and Criminal, or Excellent Management?](#)

#### [#183 - Overcoming Tomorrow's Challenges: The Transformational HSE Leader](#)

#### [#182 - The Contributing Factors of Behavior-Based Safety Failures](#)