Leadership & Risk Management

Gene Ginn, MPA
City of Lakeland Solid Waste Manager
March 21, 2019
Do you have time for SAFETY?

- Directors, Managers, Supervisors and Forman are accountable to train and make employees aware of the inherent dangers associated with this type of business.

  - Equipment Safety
  - Managements Responsibility
  - Operator Responsibility and Accountability
  - Incentivizing Safety
Equipment Safety

• Do certain types of equipment have better safety records than others?

• Inspections
  ➢ Daily operator
  ➢ 1st line of defense
  ➢ Spot check intervals
  ➢ Preventative maintenance
  ➢ Costly long term down time
Managements Responsibility

- Training Tools
- Root Cause Analysis
- Culture Change
- Equipment Management
Operator Responsibility and Accountability

- **Responsibility**
  - Responsibility is internal. It's being able to be trusted to do what's right when you're not being watched. This is where you hold yourself accountable and reward or punish yourself as appropriate.

- **Accountability**
  - Accountability is an external force. It's where a leader imposes consequences for failing to meet obligations, or offers rewards if you do meet them.
Incentivizing Safety: Does it work?
Incentivizing Safety

Monetary Programs vs Recognition Program

- Effective - Lose their appeal
- Entitlements - Expect the incentive no matter the outcome.
- Routine - People don’t really pay attention to the expectations.
- Punitive - Employees can be very punitive to one another.
- Irrelevant - Often employees do not see why their company leaders think they have to pay them to work safe.

- Make safety a core value
- Commit management to worker safety
- Involve employees in the safety process
- Set high expectations for safety
- Allow employees to set safety goals
Leadership & Risk Management

Gene Ginn, MPA
City of Lakeland Solid Waste Manager
Email: gene.ginn@lakelandgov.net
Phone: 863-834-8777