



IMPLEMENTING A POSITIVE SAFETY CULTURE

Providing a safe work environment so
Premiere (insert your company here)
employees can live a fulfilling life.

PRESENTED BY

Chris Brennan

ABOUT ME

Experience and background

[Back to Agenda](#)

Education

Bachelor of Education
from Central Michigan
University

28 Years

Taught around the world
in Michigan, Romania,
Taiwan, South Korea and
the Philippines.

Certified

- OSHA General
industry Certified
- Certified Apartment
Supplier - NAA
- Member - ASSP

Expansion

Rolling out positive
culture programs
throughout West
Michigan in PMAWM.

PREMIERE OVERVIEW



10 Areas of Work	Painting, resurfacing, drywall, construction, flooring, carpet cleaning, concrete, roofing, remediation, floods
Mobile Workforce	Meet in warehouse then travel to jobs.
Community - Focused	Multi-family communities - apartments/housing communities
6 Safety Focus Areas	Fall protection, ladder, respirators, driving, PPE, hand tools
Mobile Communication	Toolbox talks, incident reports, JHA, safety contests are all done on mobile phones.

BEGINNING OF MY JOURNEY

**"Property managers do
not care about safety in
the workplace."**

LOOKING AT
SAFETY WITH
A FRESH
OUTLOOK

**These are the rules, so
we must follow them.**



**We want you to follow
safety guidelines to
insure you and your
family will have a fulfilled**

THINK OF A
TEACHER
THAT
INSPIRED YOU
AND WHY
THAT
TEACHER
MADE A
POSITIVE
IMPACT ON

A rule enforcer.



**Inspiring to learn and
follow safety guidelines
give them a better life.**

THE
FOUNDATION
OF POSITIVE
SAFETY
CULTURE:

SURROUND
YOURSELF
WITH
POSITIVE

PEOPLE

Your Overall Health and Wellness Impact Your
Positivity

"Fire" the
Negative,
"Hire" the
Positive



Administration

n



Employees

(Might not be
managers)



You



Police/Fire/Community

Jeremy Kelly CC-EMT-P, IC
Flatline Rescue
Alpine Township Fire

Kent County Sheriff
Community Officer - Jose
Douglas



Loss
Control
Chris Scholten, BHS

Safety
PPE
Matt Grinage
Midwest Safety

THE FOUNDATION
OF POSITIVE
SAFETY CULTURE:

WE ARE SAFE SO
WE CAN LIVE A
FULFILLING LIFE
WITH FAMILY AND
FRIENDS



SAFETY

WE WORK SAFE SO
WE CAN GO ON

VACATION WITH OUR FAMILY



Chris, Geraldine
Christian and
Caitlin at
Universal
Studios

WHEN WE WORK SAFE WE CAN
ENJOY LIFE TO THE FULLEST

VOL 01.
SEPTEMBER 2022

Scan for toolbox talk



SAFE WORK PRACTICES

Developing everyday
safety habits
can keep you injury free
throughout the year.

NEVER TAKE A CHANCE

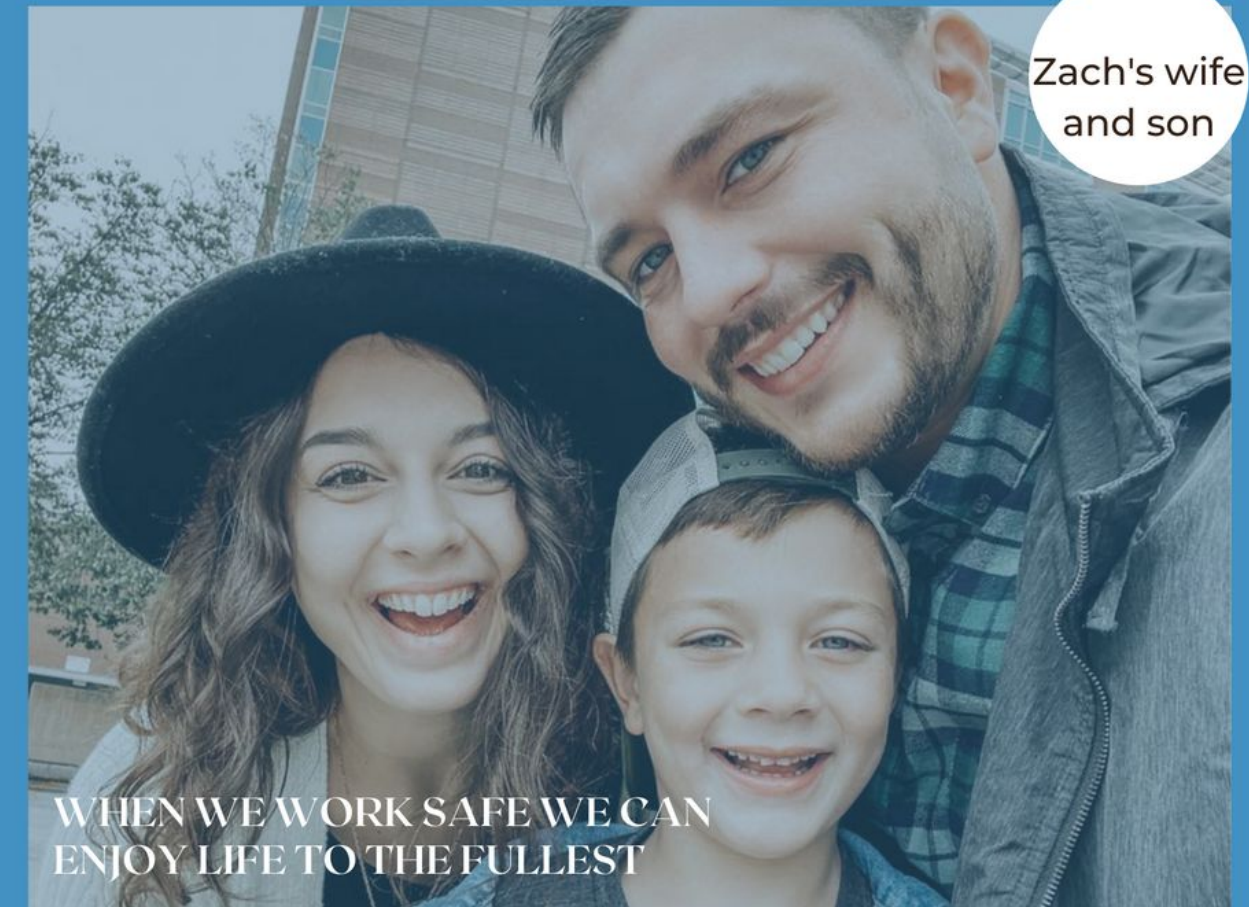
Shortcuts are the biggest
cause of injuries. Take your
time and do the job well.



SAFETY

I LIKE TO BE SAFE AT
WORK SO I CAN

SPEND TIME WITH FAMILY



Zach's wife
and son

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**THE FOUNDATION
OF POSITIVE
SAFETY CULTURE:
CONSISTENT AND
ENGAGING
MICROLEARNING**

2023 Key Stats

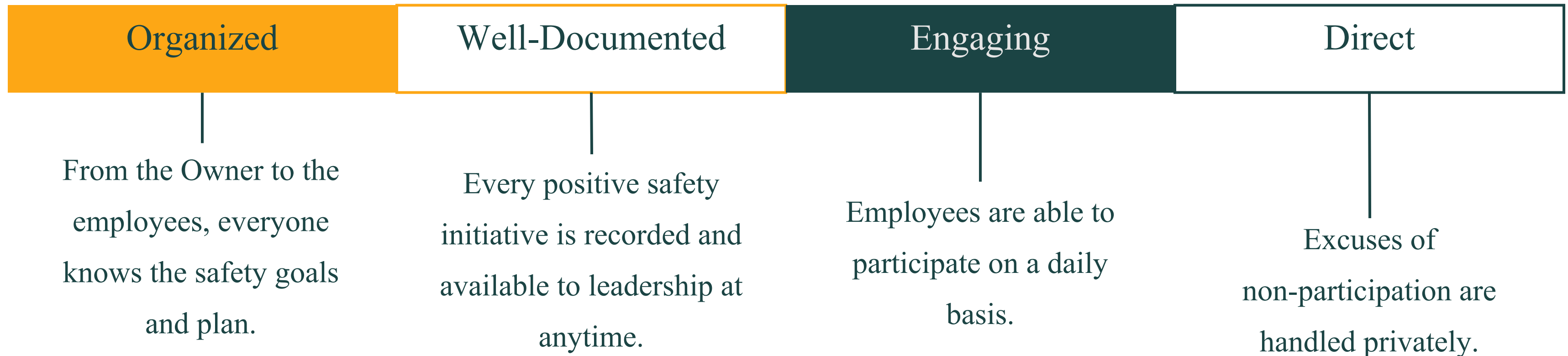
- "Companies that conduct regular toolbox talks reduce TRIR by 76% and DART rates by 78% compared to companies that hold them monthly. "

- Associated Builders and Contractors (ABC) Safety Performance Report, 2021

- 85% of employees say that they are most motivated when leadership offers regular positive updates on company news.
- Employee productivity increase by 20-25% when employees feel connected at all times.

POSITIVE SAFETY CULTURE IS...

[Back to Agenda](#)



MOST DO NOT CARE ABOUT SAFETY

for the long term if the reason is...

- It's a bunch of rules and regulations
- Long drawn out toolbox talks
- No connection with the "reason" we are being safe
- There will always be someone negative
- Consider the source -- focusing on rules and not relationships and what matters to employees



MOST CARE ABOUT SAFETY...

when understanding what motivates employees to be safe for the long term.



Food Food Truck Friday, Gift Cards, BBQ's, Department Lunch	"...food is not only a morale booster, a convenience and a stress reliever on busy days but also a recruiting and retention tool." <u>Kathy Gurchiek, SHRM (Society for Human Resource Management)</u>
Fun Competitive toolbox talks, safety contests, safety selfies	When organizations develop positive, virtuous cultures they achieve significantly higher levels of organizational effectiveness — including financial performance, customer satisfaction, productivity, and employee engagement. <u>Harvard Business Review</u>
Friends and Family Family pics, safety selfies with family, 1st question of toolbox talk	Life is about living our best life with friends and family. <u>Chris Brennan</u>

BENEFITS OF MICROLEARNING

1. Reduces cognitive overload

2. Improves knowledge retention and recall

3. Provides “moment of need” support

4. Improves employee engagement and motivation

5. Saves time and money*

Takes around 3 minutes to complete

Learning is best retained while completing the task.

Can be completed within a busy workday

Focuses on the "why" - family and friends

Focuses on the most important safety issue of the week

Doesn't require an expensive software platform

Can be done within the jobsite before the job is started

Data collected on each microlearning lesson completed.

AND THE WINNERS ARE...

when positive safety culture is implemented within the workplace.

Employees	Employer	Community
<ul style="list-style-type: none">• More engaged and higher participation• Sense of camaraderie within departments• Safer on the job because they want to live a fulfilled life with their family	<ul style="list-style-type: none">• Greater employee retention - employees enjoy coming to work• Empowered employees are good role models to others• Lower EMR - lower insurance costs	<ul style="list-style-type: none">• Customers feel safer with employees while on job.• Property managers want safe employees on their properties• More work = more profit



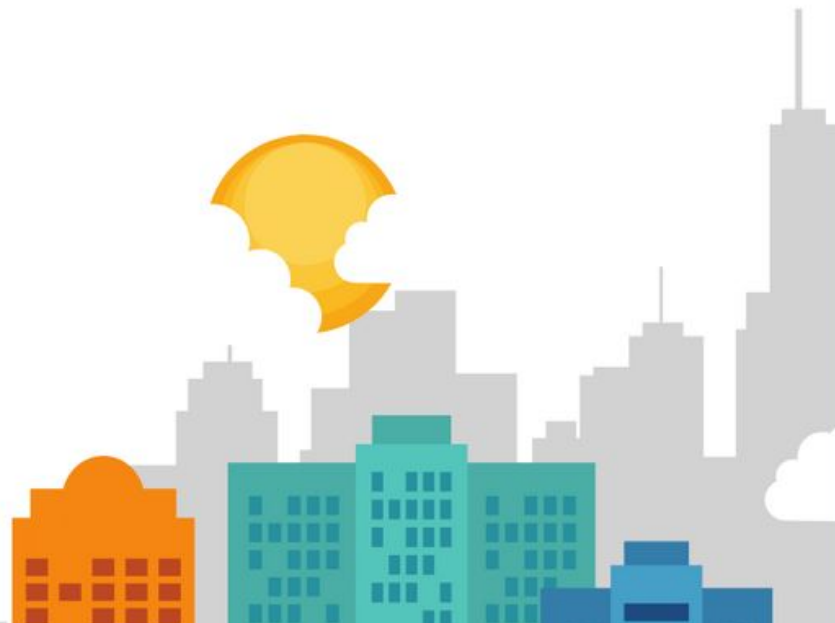
Safety Guide

WORK SAFE. GO HOME SAFE.

[PPSGR.COM/SAFETY](https://ppmgr.com/safety)



616-291-4629 - SAFETY LINE



PPE SAFETY



Eyes and Face

1. You need to wear goggles and face protection when you are exposed to flying particles, chemicals, liquids, bright lights and more.
2. You need to ensure that the eye protection can fit the individual or is adjustable.
3. You need to make sure that the eye and face protection is in good working condition and if it isn't, it should be replaced.

Head

1. You need to ensure that you wear a hard hat in hazardous areas.
2. You need to ensure that the suspension of the hard hat is in good condition, consisting of the headband and strapping so that it can effectively absorb impact.
3. You need to wear earplugs or noise-reducing ear muffs when you're working in high-noise environments.

Feet and Hands

1. You need to wear tight fitting foot and hand protection so that you can prevent hazardous items or substances from damaging your hands and feet.

FALL PROTECTION SAFETY

1. Identify all potential tripping and fall hazards before work starts.
2. Look for fall hazards such as unprotected floor openings/edges, shafts, skylights, stairwells, and roof openings/edges.
3. Inspect fall protection equipment for defects before use.
4. Select, wear, and use fall protection equipment appropriate for the task.
5. Secure and stabilize all ladders before climbing them.
6. Never stand on the top rung/step of a ladder. Use handrails when you go up or down stairs.
7. Practice good housekeeping. Keep cords, welding leads and air hoses out of walkways or adjacent work areas.



HAND TOOL SAFETY

1. ALWAYS WEAR EYE PROTECTION.
2. Wear the RIGHT SAFETY EQUIPMENT for the job.
3. Use tools that are the RIGHT SIZE & RIGHT TYPE for your job.
4. Follow the correct procedure for using EVERY tool.
5. Keep your cutting tools SHARP and in good condition.
6. DON'T work with OILY or GREASY hands.
7. Handle SHARP-EDGED and POINTED TOOLS with

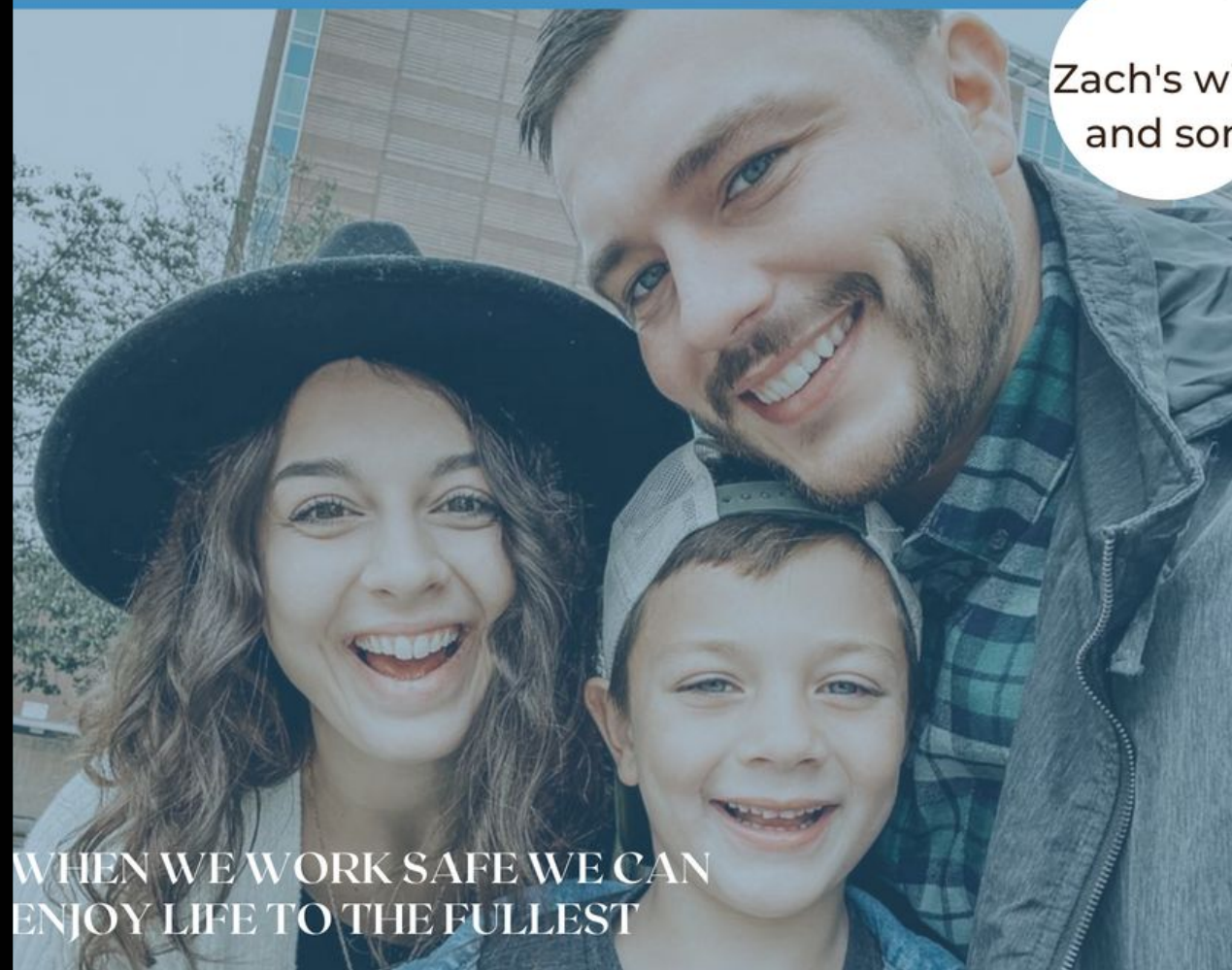
Safety Guide



SAFETY

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SEPTEMBER 2022

Scan for toolbox talk



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can keep you injury free
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cause of injuries. Take your
time and do the job well.



★★★ SAFE WORK PRACTICES ★★★

STAY **ALERT**

THE MORE ALERT, AWAKE AND AWARE YOU ARE THE MORE LIKELY THAT
YOU WILL BE ABLE TO RECOGNIZE HAZARDS AND UNSAFE CONDITIONS

COMPLETE THE JOB ONLY IF

★ **CERTIFIED** ★

TO DO THE JOB

USE THE RIGHT TOOLS

TO DO THE JOB PROPERLY

ASK QUESTIONS

ASK YOUR MANAGER OR THE
SAFETY MANAGER

RESPECT **MACHINERY**

MAKE SURE ALL GUARDS IN PLACE. NEVER HURRY.

KNOW YOUR
LIMITS WHEN

LIFTING

BE TIDY

KEEP YOUR WORK AREA CLEAN
TO CREATE A SAFE ENVIRONMENT

GET FIRST AID

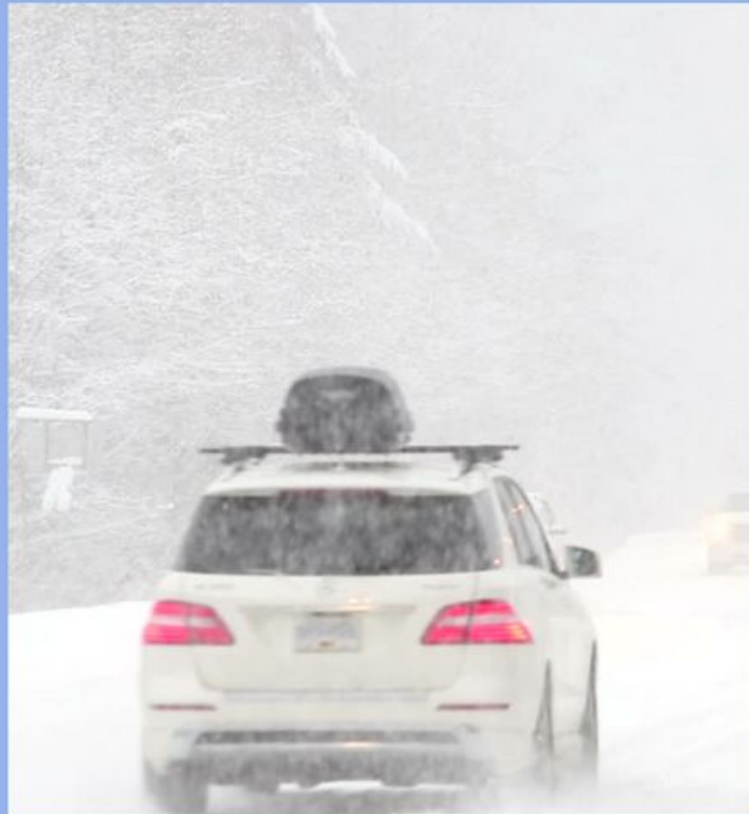
IMMEDIATELY IF YOU ARE INJURED
AND FILL OUT AN INCIDENT
REPORT



Winter Driving



Scan for News



1. Check your lights.
2. Watch carefully for "black ice".
3. Remember the tough spots.
4. Control your steering.
5. Control your speeds.

Safety
News

Remember: Texting and driving is
NEVER allowed in a Premiere vehicle

Safety News Throughout



Certification



Scan for News

CONGRATULATIONS

certification

THIS CERTIFIES THAT
Joseph Eavey-Shattuck, MS
Mold Specialist ID# 18511466

Has successfully completed International Restoration Institutes 40 hour training of the principles, techniques, equipment and regulations relevant to Mold Remediation, Water Intrusion, and Respiratory Protection as described in widely published industry texts and standards.



Expires: 01-25-2025

Authorized Signature: *Robert Griffin, DRS*

Joseph has successfully
completed his Disaster
Restoration and Mold
Remediation Certification

Company
News

Joseph - Eavy Shattuck
Mold Remediation Certification

Highlight Certifications



Safety Contest Winners



Scan for
Safety



2023 SAFETY PLANNER

INTER
FEST

JAN

WINTER
DRIVING
INCIDENT
REPORTS

FEB

SLIPS,
TRIPS AND
FALLS

MAR

COMMUNITY
SAFETY
PPE

PRING
FEST

APR

FALL
PROTECTION
LADDERS

MAY

RESPIRATORS
HAZARD
COMMUNICATION

JUN

WAREHOUSE
SAFETY
FORK LIFTS

UMMER
FEST

JUL

WORKPLACE
SAFETY
FIRE SAFETY

AUG

DRIVING
SAFETY
PROPER LIFTING

SEP

HAND
TOOLS
LADDERS

FALL
FEST

OCT

JOBSITE
SAFETY
FIRE
PREVENTION

NOV

FIRST AID

DEC

2024
CERTIFICATION

ppsg.com/safety

2023 Goals

Goal

To regularly connect Premiere employees to create a positive, safe and engaged workforce.

Yearly Goals

- Complete Weekly toolbox talks based on Monthly Themes
- No urgent care trips
- 100% Engagement with all employees
- Weekly site visits
- Active safety committee monthly meetings

Premiere Communication Hub

1-3 Minute Mobile Employee News Video Updates
Each News Update will Have Employee Response

Cost \$0 (Using resources we are already utilizing.)

Company News
w/Scott and Kelly

Quick updates, praise and encouragement from
Scott and Kelly to connect with employees.

Updates w/Omar
in Espanol

Employee news and updates in Spanish for
employees fluent in Spanish.

Around the Office
w/Nicole

Scheduling, HR, AWARDCo and general office
updates to help the communication between field
employees and office.

Safety Check Ins

Checking in with employees on the job to insure
they are using the safe work practices possible.

Connect with a
Customer

Connect and recognize customers that we regularly
work with in the field.

Safety News
w/Chris

Toolbox talks that document the safety theme for
each month.



JHA Safety Challenge

Presented by

Scott Kelting



*Carhartt Work Gloves &
Pizza Party w/Scott
and Kelly*



Judged by Chris Scholten, Safety Expert, BHS

Engaging Safety Initiatives



SAFETY PORTAL



All new employees take a rigorous OSHA compliant safety orientation.



All current employees are required to complete regular safety training supervised by an OSHA certified trainer.



All employees follow NAA and OSHA safety standards for property management while doing work on your property.

Online/Mobile



CLEAN AND SAFE CONTEST

WHO HAS THE
CLEANEST AREA?

WINNER RECEIVES
LUNCH ON US

ELIMINATE SLIPS, TRIPS AND FALLS BY
HAVING THE CLEANEST WORK AREA

CONTEST EVERY WEDNESDAY
IN FEBRUARY

FEB 8 - CLEANEST SHOP AREA/VEHICLE

~~FEB 15 - CLEANEST WORK AREA~~

FEB 22 - BEST TEAMWORK

EVERY WEDNESDAY TAKE A QUICK
VIDEO OF HOW YOU ARE
KEEPING YOUR AREA CLEAN
TEXT IT TO CHRIS AT 616-291-4629

WINNERS ANNOUNCED EVERY FRIDAY

Slips, Trips and Falls Contest



Placed Wet Floor Sign



**Identifying
Problem Areas
and
Correcting**

Extreme Workplace Makeover

PRIZES AWARDED WEEKLY



EXCITING PRIZES

BEST WORKPLACE

Organize and clean your workplace to make it the neatest, cleanest and safest place to work. The following will receive prizes.

Best Vehicle/Office
Best Department
Best Department Safety Selfies

Scan to Safety



Clean

Your workplace has to be white glove clean. It should be deep cleaned and sanitized.

Organized

Your workplace should be organized so that it is easy to find any thing that you need to do your job well.

Safe

Your workplace should be safe, free of any slips, trips and fall hazards.

SHARE SAFETY SELFIES OR VIDEOS OF YOUR PROGRESS
WINNERS ANNOUNCED WEEKLY



Scan To Join



ppmgr.com/safety

Job Hazard Analysis

SAFETY CHALLENGE

MANAGERS CHALLENGE

Managers will compete to create the best Job Hazard Analysis for their department. The winners will be judged on the overall quality of their JHA.

Chris Scholten, BHS Safety Consultant, will be our expert guest judge.



EMPLOYEE CHALLENGE

Employees will complete a JHA toolbox talk and receive points for their completed assessment. Each department receives bonus points for 100% department completion and safety selfies.

Winners Receive

**CARHARTT WORK GLOVES AND
LUNCH PIZZA PARTY W/
SCOTT AND KELLY**





Safety
Selfies



News



Scan for News

CONGRATULATIONS



Deanna is a faithful and committed employee and we are grateful for her valuable contribution to the company.


Company
News

Deanna Leonard
10 Year Anniversary

Work Anniversary

PREMIERE
PROPERTY SERVICES INC.

Fall Protection



1. Identify potential fall hazards before beginning work.

2. Use the right equipment for the job.

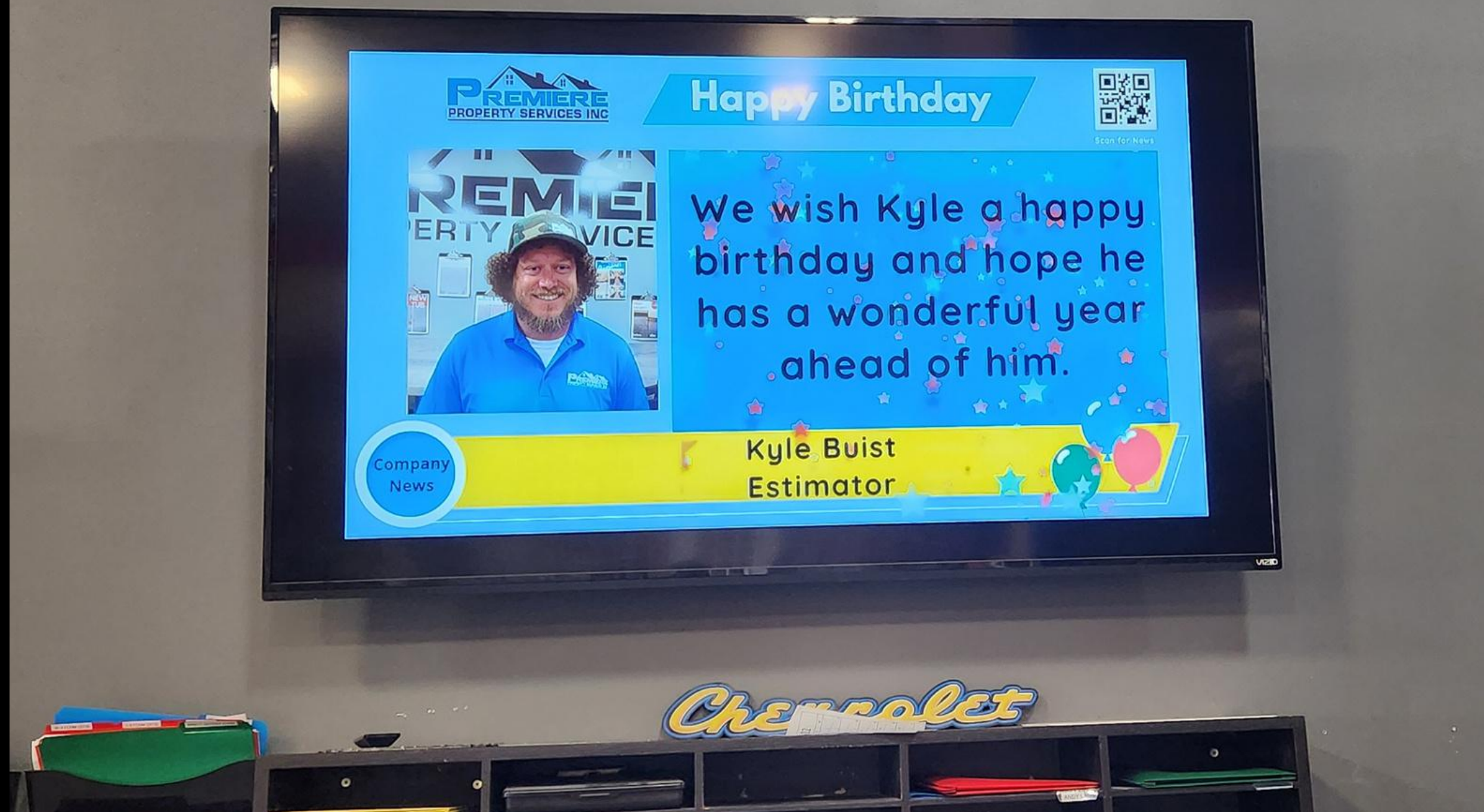
Please consult with Safety Manager for any fall protection PPE that you need.

Safety News

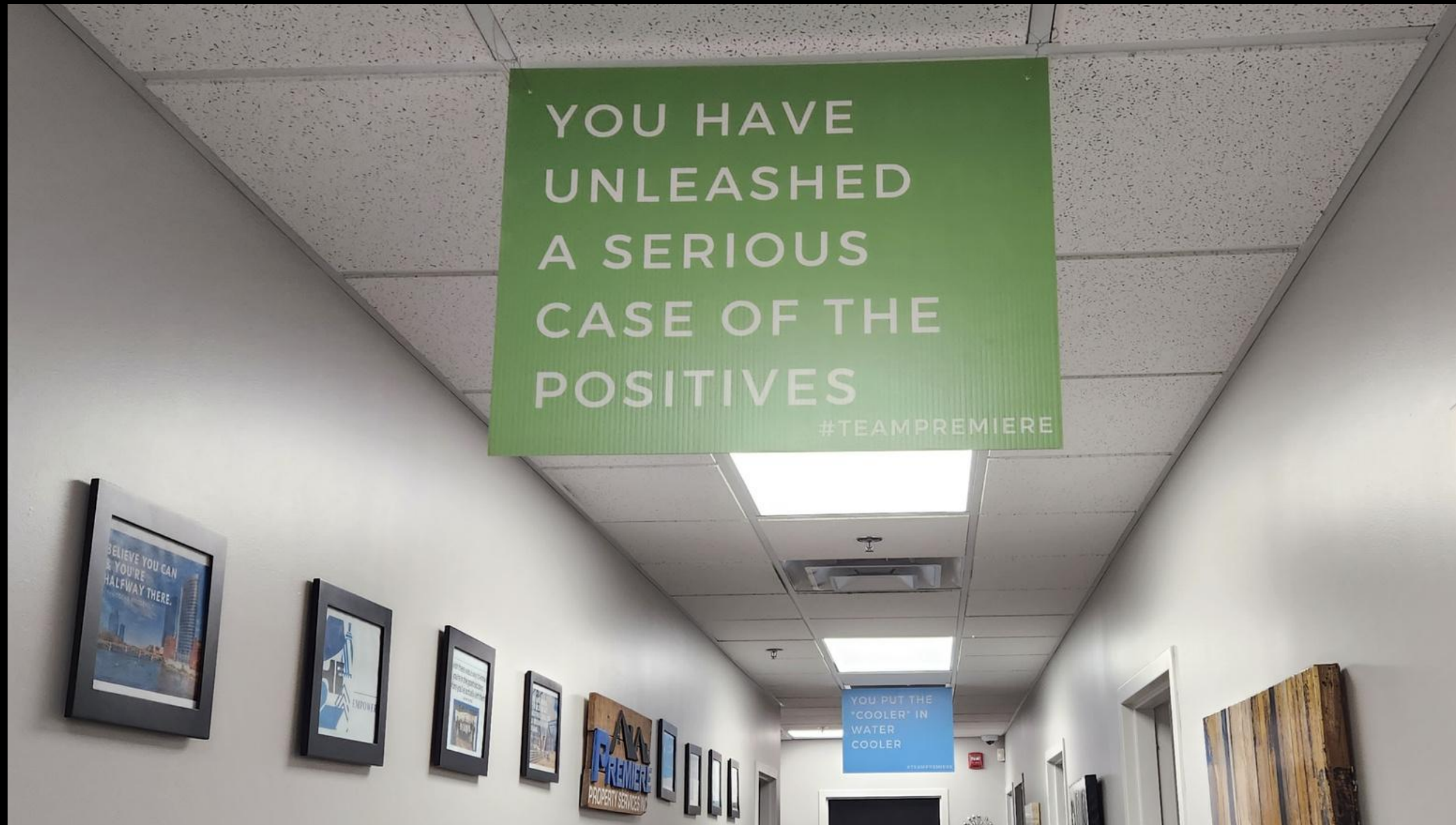
SCAN for News

Chevrolet

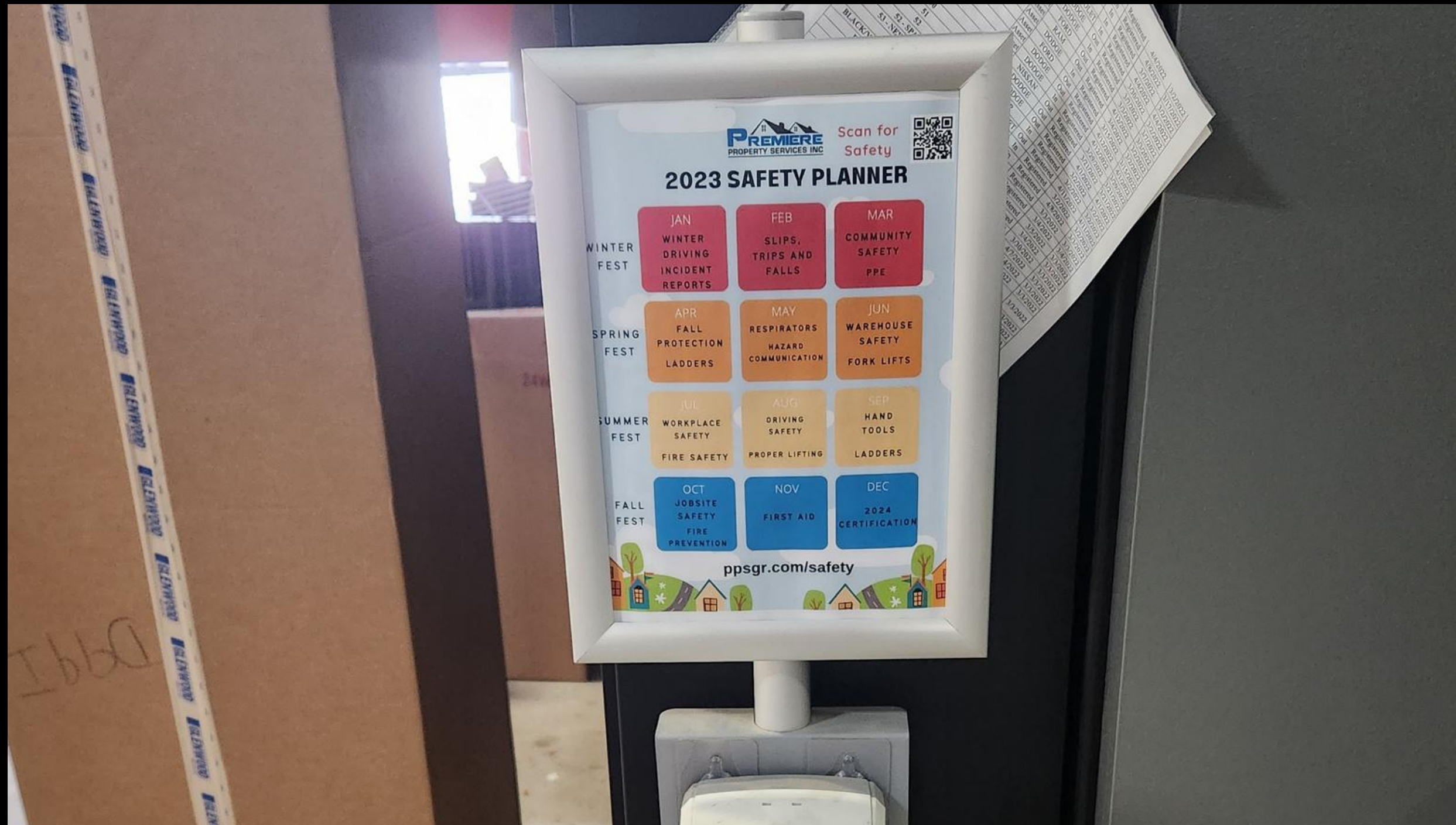
Toolbox Talk on TV



Birthdays on TV



Positive Signage



Safety Planner at Each Door



Holiday Events



Employee
Encouragement

2025 STATE OF
SAFETY IN
PROPERTY
MANAGEMENT
NOW - 11 YEARS

LATER
We care about
safety in
property
management
when inspired

PROPERTY MANAGEMENT ASSOCIATION
PMAWM STRONG
OF WEST MICHIGAN

POSITIVE VOICES IN PROPERTY MANAGEMENT

SCAN TO SHARE YOUR VOICE

OUR MAINTENANCE TEAM **ROCKS**

BOWLING WAS SO MUCH FUN

OUR PROPERTY MANAGERS ARE **GREAT**

WE LOVE OUR BUSINESS PARTNERS

OUR LEASING TEAM IS **AWESOME**

WIN Prizes

SCAN THE QR CODE ABOVE TO CONTRIBUTE YOUR VOICE

HELP US REACH OUR GOAL OF 1000 VOICES BY DECEMBER 1, 2023

PMAWM.COM | #WEAREFAMILY
BROUGHT TO YOU BY THE MEMBERSHIP COMMITTEE

RESOURCES

canva.com

Design and publishing digital and print documents

Connect Team

Toolbox talks and data collection

Safety Data Sheets

Safety Manuals

Safety Checks

Communication Hub

QUESTIONS?

How do I implement
positive safety culture?



Whats our
next step?



CONTACT INFO

EMAIL

chris@ppsgr.com

WEB/SOCIAL

ppsgr.com

TEXT

616-291-4629



Chris Brennan

Safety Manager

Premiere Property Services



Scan to connect