

Supervisor Responsibilities

Ownership and Accountability

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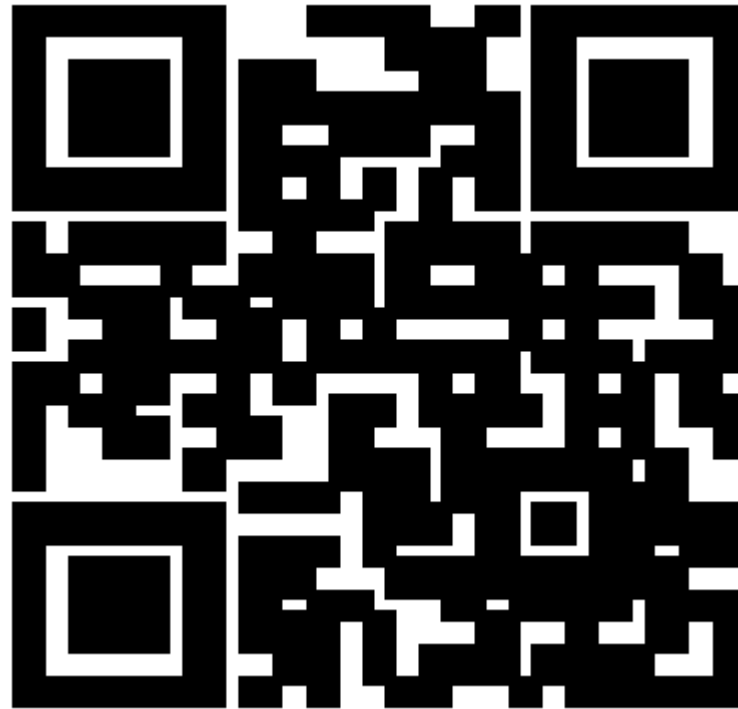
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www.classpoint.app

Class Code in upper corner



Icebreaker

What industry or sector do you work in?



Word Cloud

Are you currently in a Supervisory or Leadership role?

- A. Yes
- B. No

What types of things is a Supervisor responsible for at your workplace?



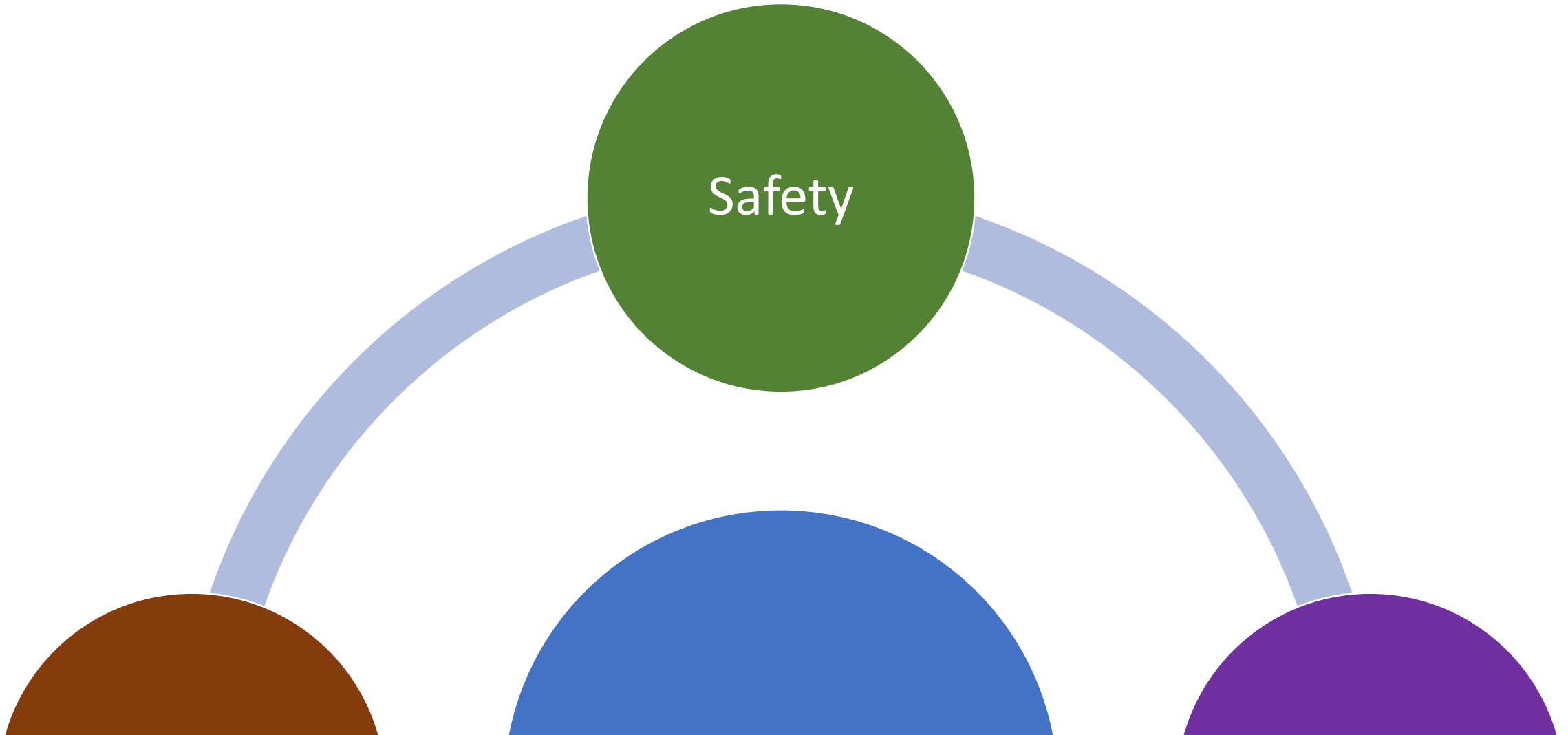
Word Cloud

Effective Supervision

How Do We Prioritize Our Duties?



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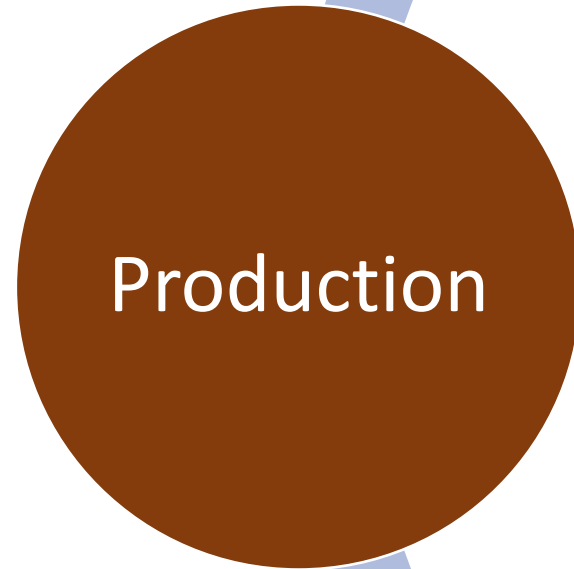


A diagram featuring a large, light blue circular arc that curves across the top and right sides of the page. Two overlapping circles are positioned along this arc: a blue circle on the left and a purple circle on the right. The blue circle contains the word 'Success' in white, and the purple circle contains the word 'Quality' in white. The circles overlap in the center, suggesting a relationship between the two concepts.

Success

Quality

How Do We Prioritize Our Duties?



How Do We Prioritize Our Duties?

Leadership



Integration Through Ownership

We need to understand that these are all achieved by becoming an effective Supervisor.

- Provide your team with the training they need to be competent
- Provide your team with the tools they need to execute
- Help your team set goals to improve themselves
- Become a resource – professional and personal
- Hold yourself accountable to a level you hold your team

Safety Responsibilities and Duties

What is the most important thing a Supervisor is responsible for at your workplace?

- A. On time delivery
- B. Within budget
- C. Meeting customer's quality expectations
- D. Everyone goes home safe



Multiple Choice

What Am I Responsible For?

1. On time delivery
2. Within budget
3. Meeting customer's quality expectations
4. Everyone goes home safe



What Am I Responsible For?

1. Everyone goes home safe
2. Meeting customer's quality expectations
3. On time delivery
4. Within budget



What Am I Responsible For?

1. Everyone goes home safe

How Do We Do This?

- Communicating Hazards
- Monitoring Activities
- Investigating Incidents
- Enforcing Safety Rules
- Documenting Activities

COMMUNICATING HAZARDS

- Orientations
- Safety Talks
- Hazard Assessments
- Safe Work Procedures

MONITORING ACTIVITIES

- Workplace Inspections
- Equipment Inspections
- Worker Audits
- Key Performance Indicators

INVESTIGATING INCIDENTS

- Root Cause Analysis
- Corrective Actions
- Reporting to Senior Leadership
- Communicating to Team

ENFORCING RULES

- Communicating Rules
- Demonstrating Rules
- Coaching
- Progressive Discipline

DOCUMENTATION

- Company Reports
- Safety Talks
- Worker Audits
- Supervisor Logbook

Building Effective Supervisors

AS EMPLOYERS

- Identify Leaders
- Succession Planning
- Professional Development
- Clear Expectations
- One on One Progress Updates

What You Don't Know Campaign

- Workers Compensation Board educational campaign
- Directed at Workers aged 15 - 24
- Additional supports for Employers
- Fantastic resource for Employers of New Canadians and Foreign Workers



<http://www.wcb.pe.ca/Workplace/WhatYouDontKnow>

BRINGING IT HOME

How many of you feel that you are ready to develop effective Safety Leaders at your workplace?

- A. Yes, we're already there
- B. Yes, we're ready
- C. Yes, but we need management buy-in
- D. No, I don't see this happening



