

## The Innovation Process



TASB RMF Members' Conference  
April 26, 2010  
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Risk Manager  
Garland ISD

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## Objectives of this Session

At the end of this session you will be able to:

- ◆ Set program goals
- ◆ Identify problems
- ◆ Involve employees
- ◆ Measure results



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## Goals for Safety Program

- ◆ Employee returns home safely
- ◆ Reduce pain & suffering
- ◆ Reduce costs
- ◆ Raise safety awareness
- ◆ Create a culture of safety



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### Identify Your Problems (Our problems may be yours)

- ◆ Slips, trips, and falls
- ◆ Falling off of chairs
- ◆ Bringing chemicals from home
- ◆ Strains and sprains
- ◆ Fires in the buildings – candles or electrical



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### WANTED:


Knows Names &/or Disguises:




In Color



Spills



Public



**Wily Water**  
-Known M.O.-  
Causes slips, falls, and lost work time.  
Last seen for wanted in cafeteria, in hallways, on steps and in stairwells.  
Up to 43 employees assaulted each year.  
From Slip

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### WANTED:

For Assault and Battery



85123



85123

### Shifty the Chair

-Known M.O.-  
Unexpectedly shifting when a teacher was innocently decorating her bulletin board.  
Between 3 and 15 victims assaulted each year.

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## Employee Involvement

- ◆ Set-up a delivery system
  - Use safety team leaders
  - Use safety toolbox meetings
- ◆ Get Help
  - Call on everybody for ideas
  - Encourage participation
    - ◆ Drawings
    - ◆ Quizzes
- ◆ Obtain Ideas from pop culture, i.e. popular movies and current events



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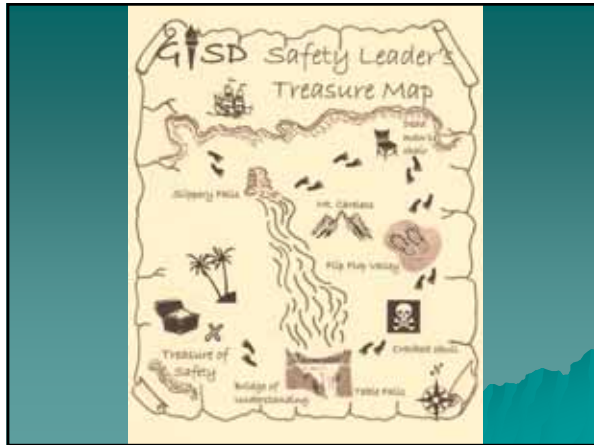
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### The Pattern for Success - The Heart of Innovation

- ◆ Develop an annual theme
- ◆ Choose your safety topics
- ◆ Choose incentives
- ◆ Design posters, Christmas cards, digital clips, presentations, movies

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### The Pattern for Success - The Heart of Innovation

- ◆ Employee Excitement
- ◆ Sell the sizzle
- ◆ Need not be expensive
  - Shoe promotion



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### Measure Accomplishments

- ◆ Employee involvement (How many participate)
- ◆ Reduced accident rates (How many injuries)
- ◆ Trend analysis
- ◆ Internalizing safety messages



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### Awards and Recognition

- ◆ Incentives versus awards
- ◆ Awards that every employee can win
- ◆ Three tiered award system --  
Certificates of:
  - Honor
  - Merit
  - Achievement



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### Summary

- ◆ Keep people from getting hurt
- ◆ Enlist people's help
- ◆ Measure and give awards



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### Questions?

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