

## EMPOWERMENT

### Empowering Managers and Employees can aid in the creation and sustainability of a Strong Safety Culture

Empowerment is defined by the SLSI as ensuring that employees have the skills, knowledge, resources and authority to make safe choices within an acceptable range of options.

- Employees who are fully empowered possess the ability to think, behave and take safe and appropriate actions based upon their knowledge and skills in autonomous, independent and, self-directed ways.
- Empowered employees typically work more efficiently, safely, and responsibly, and are more personally accountable.
- Properly trained and empowered managers can improve employee empowerment by taking every available opportunity to coach, mentor, train and praise employees.
- In addition, management can enlist and empower non-management employees who possess the necessary communication skills and craft specific knowledge to act as mentors to newer and less skilled employees.
- Training programs that enhance craft specific knowledge and the communication skills of managers and employee/mentors may be beneficial.



#### Effective employee empowerment embodies 10 basic principles:

1. Demonstrate that you value your employees.
2. Share the vision of your properties' leadership.
3. Share goals and directions.
4. Trust your people.
5. Provide the information necessary for decision making.
6. Delegate authority.
7. Provide frequent feedback.
8. Solve problems.
9. Listen! And ask questions...
10. Help employees feel rewarded and recognized.