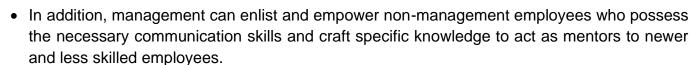


EMPOWERMENT

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, selfdirected 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.



• 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.

