

Short Line Safety Institute

Leading Forward: Developing Leadership Skills and Strong Safety Cultures Across the Rail Industry

Presented to

Transportation Research Board

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A strategic collaboration of expertise



S H O R T L I N E S A F E T Y I N S T I T U T E

SOURCES OF **EXPERTISE**



FRA

Research,
Development
& Technology



JOHN A. VOLPE

National
Transportation
Systems Center



UCONN

University
of
Connecticut



ASLRRA

American Short Line
and Regional Railroad
Association



PHMSA

Hazardous Materials
Grant
Program



MISSION

To enhance the
SAFETY CULTURE and **SAFETY PERFORMANCE**
of short line and regional railroads through
MEANINGFUL AND PRODUCTIVE PARTNERSHIPS

VISION

The
SHORT LINE and **REGIONAL RAILROAD INDUSTRY**
performs at an
INCREASINGLY HIGHER LEVEL OF SAFETY

4 P R I M A R Y F U N C T I O N S



ASSESSMENTS



TRAINING



EDUCATION



RESEARCH



Leading Forward: Skills Development for Railroad Professionals

Transforming managers into safety leaders



EXECUTION

- ✓ Smart Force Group Facilitators
- ✓ 2 Days of Leadership Training
- ✓ 1 Day of Strong Safety Culture
- ✓ On-Site or Virtual
- ✓ Provided at No Cost

ATTRIBUTES

- ✓ Multi-Method: Videos, Activities, and Text
- ✓ Data-Focused
- ✓ Engaging
- ✓ Combines Leadership Skills and Safety Culture

COMPONENTS

- ✓ Individual Exercises
- ✓ Partner Activities
- ✓ Team Activities
- ✓ Workbook
- ✓ Online Resources
- ✓ Feedback Survey

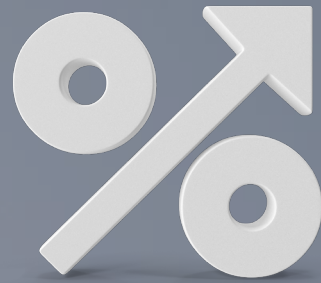
Agenda

Six Leadership Skills



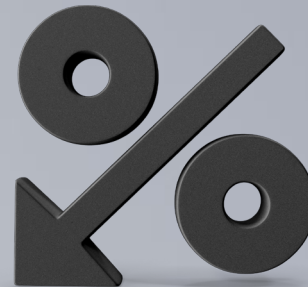
MANAGER

Maintains
Administers
Short Term



LEADER

Develops
Innovates
Long Term

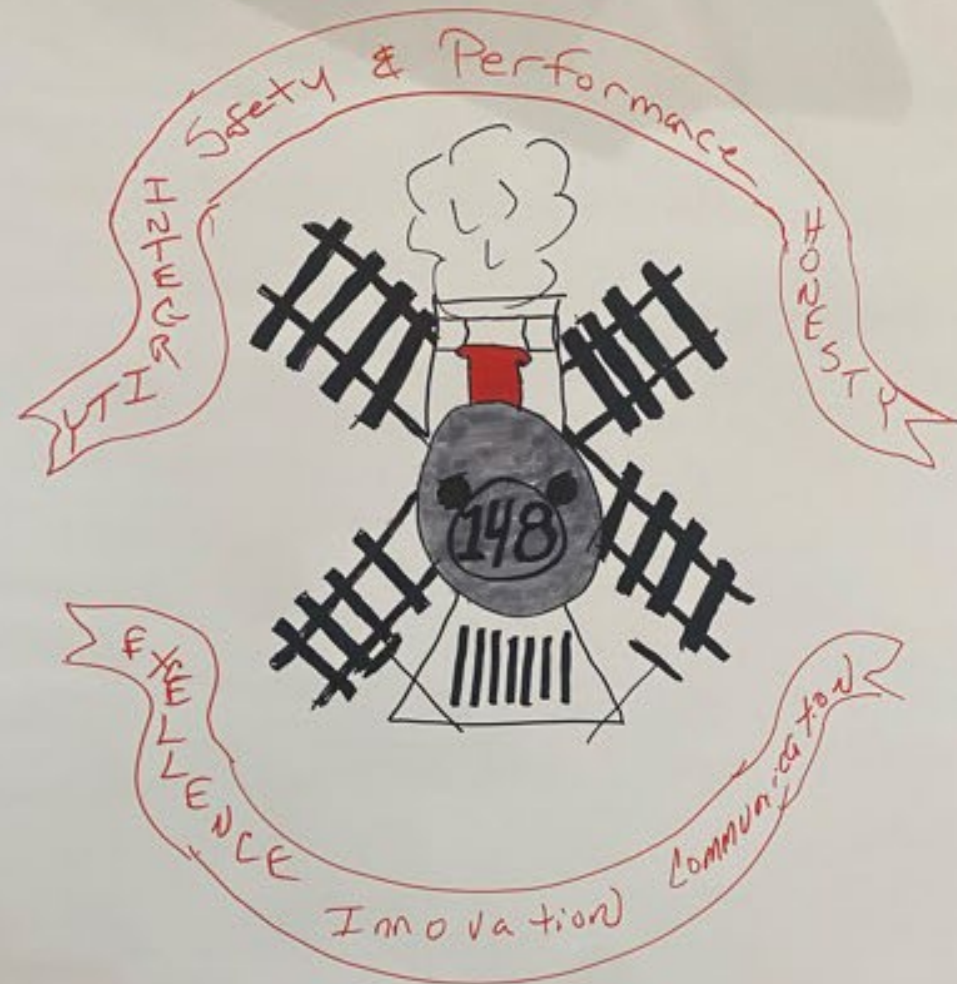


Team Exercise

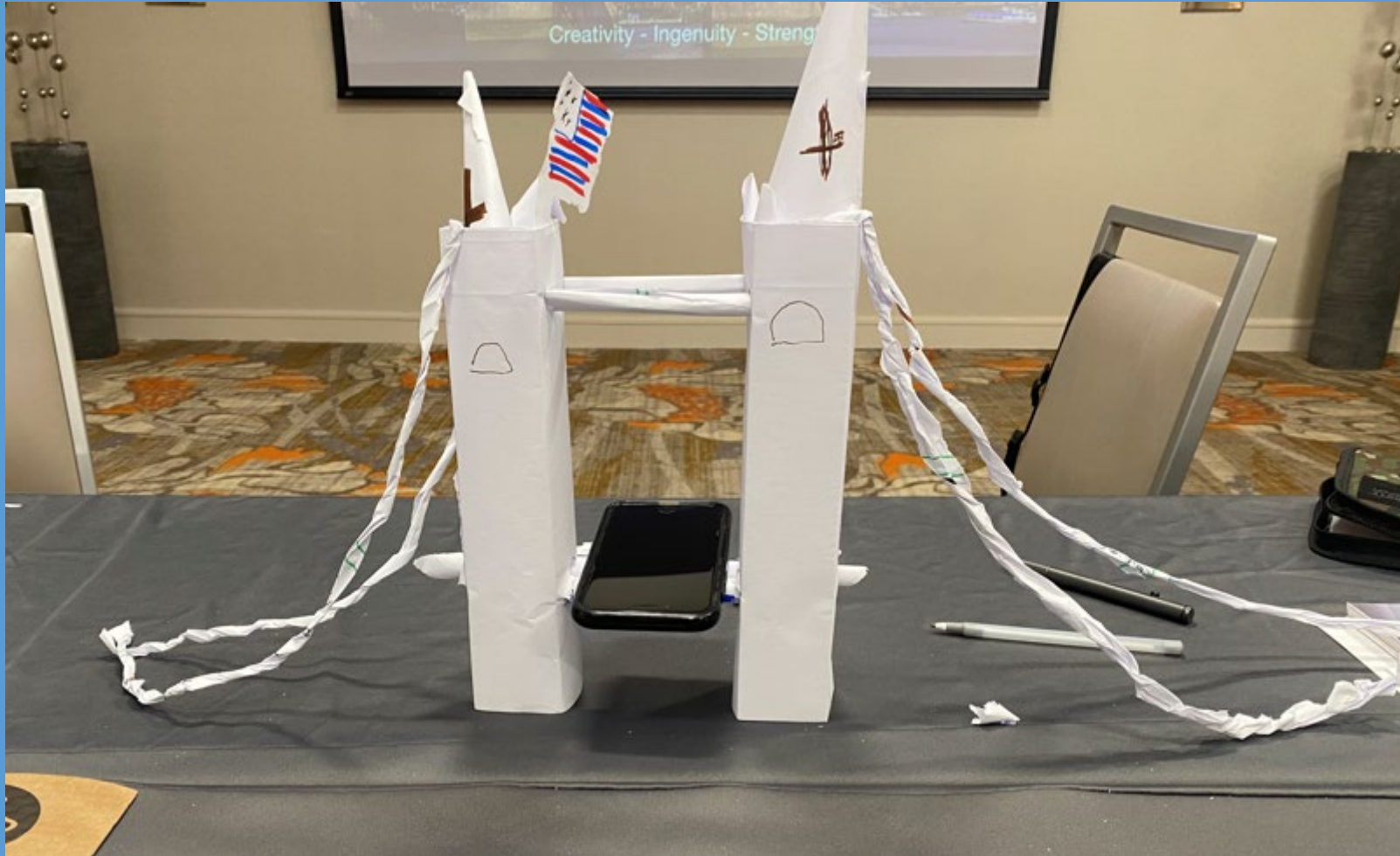
Design a Coat of Arms

Team Values
Team Vision
Team Mission





THE GREAT BRIDGE BUILD



Creativity - Ingenuity - Strength

Leadership Plan

Idealized Influence

- Instills confidence
- Leads by example

- Is a role model
- Sets expectations

The 4
"Is"

30 DAYS

90 DAYS



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10CORE

Elements of a Strong Safety Culture

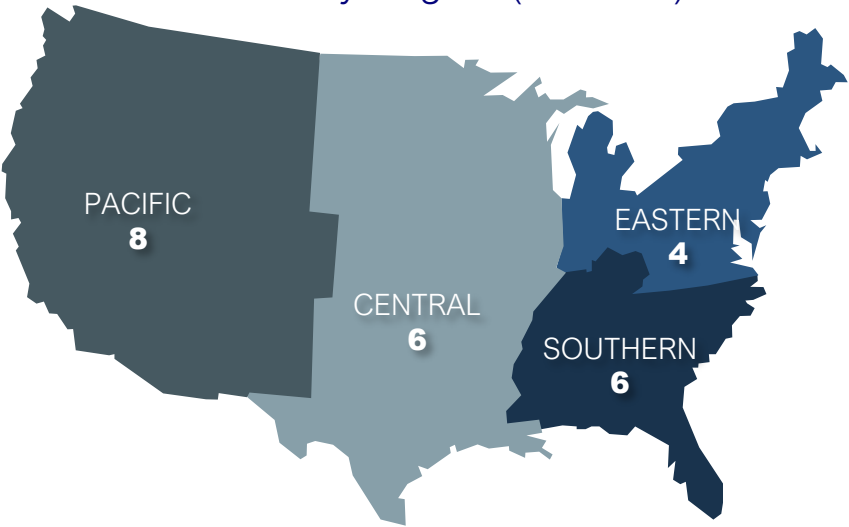


Key Accomplishments

Since Program Inception (May 2019) through December, 2023



Classes by Region (9 Virtual)



Ten classes currently scheduled for 2024

Strengthening safety culture through workforce development



Sample: Individuals (N = 321) from 118 railroads who participated in the SLSI Leading Forward Training between 2019 & 2023

Procedure: Class participants completed an online survey after class with multiple choice and open ended questions

KEY FINDINGS

- ✓ **98.1%** of respondents said the class was a worthwhile investment in their career development
- ✓ **95.9%** of respondents said they will use their newly learned skills in their current jobs
- ✓ **85.7 %** of respondents said they were extremely likely to recommend the class to a colleague in their organization
- ✓ **84.2%** of respondents said they were extremely likely to recommend the class to a colleague in the industry



Opportunities for Improvement



✓ **Clearer instructions** *for group projects*



✓ **More time** *for group activity preparation*

✓ **Clearer instructions** *for navigating the class module book and activity book*

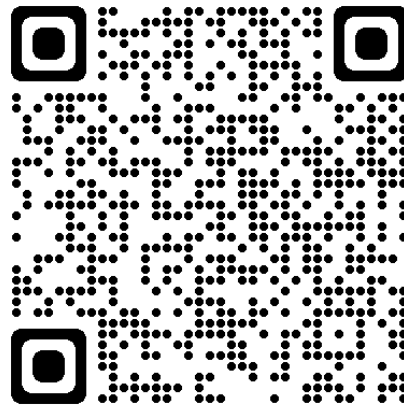


✓ **More railroad-specific** *examples in the class*



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IT STARTS WITH CULTURE



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