

# Visible Management Leadership and Commitment to Safety & Occupational Health (SOH)

When implementing a safety management system (SMS), your overall success lays on the shoulders of the leaders and managers of your organization. Leaders and managers set the tone, provide a path forward, allocate the necessary resources, and above all, motivate the workforce to support SOH activities. All levels of leaders and managers, from the Commanding Officer down to the first line supervisor, are responsible for creating a positive SOH culture through their actions, to include:

- Communicating and demonstrating the vision of your SMS
- Holding themselves and all personnel accountable for SOH responsibilities
- Rewarding and recognizing groups and/or individuals for SOH excellence

*What's important to your boss is important to you!*



The image illustrates U.S. Navy leadership touring facilities. Image retrieved from Google.

Leaders and managers must be positive, pro-active role models, promoting and supporting safety as a core value of the organization. A positive SOH culture generally leads to lower injury and illness rates, improvements in production, employee retention, and positive workplace attitudes.

How your organizations leaders and managers show their support for SMS and SOH programs may vary, but should include a visible presence in the workplace. Here are a few examples to share with leaders and managers in your organization:

TOP LEADERS	MIDDLE MANAGERS	FIRST LINE SUPERVISORS
<ul style="list-style-type: none"> <li>• Set the organizational SOH mission and vision</li> <li>• Draft, sign, and communicate a SOH/SMS commitment letter</li> <li>• Take action to address identified hazards and negative trends</li> <li>• Set organizational SOH goals</li> <li>• Have representation in safety meetings</li> <li>• Acknowledge SOH excellence during award ceremonies</li> <li>• Lead safety walkthroughs in work areas</li> <li>• Ensure open lines of communication</li> </ul>	<ul style="list-style-type: none"> <li>• Promote and execute the organizational safety vision and goals</li> <li>• Set SOH objectives (to meet established SOH goals)</li> <li>• Encourage and support employee involvement</li> <li>• Hold personnel accountable for following SOH rules</li> <li>• Participate in safety inspections and safety meetings</li> <li>• Recognize safety excellence</li> </ul>	<ul style="list-style-type: none"> <li>• Lead by example</li> <li>• Ensure employees understand and follow S&amp;H rules</li> <li>• Inform leaders and managers when employees should receive recognition</li> <li>• Actively support employee involvement in SOH activities</li> <li>• Implement a stop work program for hazardous conditions</li> </ul>

For additional information on the SMCX's services, please visit the SMCX-hosted website at: <https://www.smcx.org/>.

