2021 Puget Sound ASSP
Professional Development Conference

May 6, 2021
Virtual Event

9:00 AM – 10:30 AM
Opening Keynote Speaker
The Humor In Safety
Tim Page-Bottorff, CSP, CIT

Tim will prepare attendees to find the fun in safety by avoiding all the negativity behind it. Safety is a topic most employees are not fond of. Simple because safety is usually enforced or "forced." Tim will discuss how complacency causes employees to force decisions in addition to organizations also forcing decisions which employees are the target of. Humor can bring not just employees and management together but bring people together. Incorporating the most important things in our messages often serves as building a bridge between people. Tim will show what's important to him and give a glimpse at how we can achieve a better work-life balance. There will be messages of laughter, despair and ultimately an everlasting message of safety doesn't have to be boring. Sweeping the emotion in safety brings hearts and minds together.

Learning Objectives:

1. Attendees will be able to identify elements of retention and ways to increase it.
2. Attendees will apply common language and the art of analogy.
3. Attendees will be able to contrast between things for fun and fun for the sake of safety.

Tim Page-Bottorff, CSP, CIT
Senior Consultant/Lecturer
SafeStart and CWU

Tim's career in safety began 27 years ago as a marine in Operation Desert Storm, helping put out oil fires and liberating Kuwait. After leaving the Marine Corps, Tim became a full-time safety professional. He has received the prestigious Safety Professional of the Year award from the American Society of Safety Professionals. In 2018, Tim received the National Safety Council's Distinguished Service to Safety Award (DSSA) to become the first Safety Professional to receive both awards. Tim has been on the global stage delivering keynotes for the National Safety Council, American Society of Safety Professionals and many other conferences.

Tim is the author of, the "Core of Four", a motivational book to improve safety performance, self-discipline and personal accountability.

Tim is a senior consultant with SafeStart and Lectures for Central Washington University.

11:45 AM - 1:15 PM
SPY Award Presentation & Lunch Keynote Speaker
Successfully Implementing Mindfulness In Safety
Anil Mathur

This presentation explains Alaska Tanker Company's safety journey over twenty years. ATC is one of the safest ocean-going tanker companies in the world. The presentation covers ATC's safety journey in three parts: management led; team led; and finally, employee led. The presentation details the final part (employee led) of the journey, and that leg is composed of Emotional Intelligence, Wellness and Mindfulness. It describes the role of leadership and safety professionals in this final leg.

Learning Objectives:

1. Understand the link between Mindfulness and Safety
2. Know at what stage of the company's safety journey to best implement Mindfulness
3. Learn how to implement Mindfulness

Mr. Anil Mathur has been the President & CEO of Alaska Tanker Company based in Beaverton, Oregon from 2001-2020. ATC runs oil tankers from Alaska to California, Washington and Hawaii. ATC is one of the safest tanker company in the world.

Prior to joining ATC, Mr. Mathur worked for BP. In the UK North Sea he was the Operations Installation Manager in the Forties Field. He was also Superintendent in Prudhoe Bay, Alaska.

Mr. Mathur holds an MBA from UC Berkeley; an MS in Engineering from the University of Tulsa, Oklahoma; and a BS in Engineering from India. Mr. Mathur is an alumnus of Harvard Business School.

He was named "CEO who gets it" by the National Safety Council in 2005 and is currently on the Board of the Directors for the American Society of Safety Professionals.

He has personal commendations from the US Senator from Washington; the AFLCIO, the Governors of Washington and Alaska, and the Alaska Legislature.

1A - 10:45 AM - 11:45 AM
Construction Track
Energy Control (Lockout) For Complex Systems
Troy Woodard

This presentation will discuss how to identify and evaluate complex systems that may present hazards from multiple energy sources. We will look at several examples from industry and discuss options for control and verification. Written procedures will be examined to determine required content and information. Additional information will be presented on audits and training.

Learning Objectives:

1. Review Lockout regulations and requirements
2. Identify complex systems and potential energy sources
3. Examine complex procedures for describing Lockout steps

Troy Woodard
Safety Consultant
Department of Labor & Industries

Troy has spent the last 8 years working for the Department of Labor & Industries as a compliance officer and safety consultant. He has conducted hundreds of on-site inspections and consultations, providing employers with information about job place hazards and recommendations for improvement. Troy previously spent 20 years in the Pulp and Paper industry, working in all capacities including equipment operator, journeyman electrician, and safety specialist.

1B - 10:45 AM - 11:45 AM
Best Practices Track
Fit the Work to the Worker - Ergonomics and Ergonomic Programs
Colin Zuber, ATC, CEAS

This session will identify common ergonomic risk factors, review what constitutes as an ergonomic observation, discuss body mechanics principles and help understand the differences between Ergonomic Assessments vs. Ergonomic Observations including root causes and recommendations.

Learning Objectives:

1. Identify common ergonomic risk factors
2. Apply positive body mechanics principles to ergonomic observations
3. Contrast Ergonomic Assessments and Ergonomic Observations
4. Examine root causes and implement the best practice recommendations

Colin Zuber, hailing from St. Louis, MO, began his career as an Athletic Trainer focusing on the Industrial/Occupational setting almost 9 years ago. He graduated from Illinois State University with a Bachelor's degree in Athletic Training in 2007 and with his expertise in the traditional athletic setting, he was able to seamlessly transition those same responsibilities towards his "Industrial Athletes" in the occupational setting. Colin joined the Fit For Work team first as an Onsite Injury Prevention Specialist and more recently, an Area Manager overseeing providers and operations in the Missouri, Illinois, and Indiana region. He also provides services to Fit For Work clients as an Ergonomic Specialist, which exposes him to a variety of occupational settings and problem solving. In his spare time, he loves being outside with his family whether it be going on hikes with his family (Wife: Heather, son Owen (8), and daughter Charlotte (5), bike rides, or practicing whatever sport is in season. He holds a special place in his heart for the Pacific Northwest, as he and his wife took a trip for some hiking around Mt. Rainier a few years ago, which was the marked the beginning of their love for hiking.

1C - 10:45 AM - 11:45 AM
Management / Leadership Track
Four Life Lessons From A Traveling Zombie
Tim Page-Bottorff, CSP, CIT

Everywhere! People wondering around aimlessly. People walking around and staring at their phones while they move with zero purpose. Zombies. We have at some point in time utilized technology to help with our minds appetite to stay busy. Tim has fallen into this trap several times before. With a near miss here, and a near miss there, it's plausible to think that we have all been pretty lucky. But this may occur in more places than you think. Sometimes there might not even be a phone in their hand. Preoccupation, distraction, fatigue and no care in the world about you or their other surroundings. Tim will share lessons from his adventures of traveling over 60-70 trips a year, which includes some of his mistakes and some of his observations. Some of what Tim will share could have ultimately been fatal if the circumstances were right. Finally, Tim will provide 4 Tools from his book "The Core of Four" to increase human performance and safety excellence and try to get rid of the zombie much of us have become.

Learning Objectives:

1. Identify roadblocks to great human performance;
2. Evaluate what the acronym M.A.P.P.E.D truly means.
3. Gain the ability to share stories to prove a point.

Tim Page-Bottorff, CSP, CIT
Senior Consultant/r
SafeStart

Tim's career in safety began 27 years ago as a marine in Operation Desert Storm, helping put out oil fires and liberating Kuwait. After leaving the Marine Corps, Tim became a full-time safety professional. He has received the prestigious Safety Professional of the Year award from the American Society of Safety Professionals. In 2018, Tim received the National Safety Council's Distinguished Service to Safety Award (DSSA) to become the first Safety Professional to receive both awards. Tim has been on the global stage delivering keynotes for the National Safety Council, American Society of Safety Professionals and many other conferences. Tim is the author of, the "Core of Four", a motivational book to improve safety performance, self-discipline and personal accountability. Tim is a Senior Consultant with SafeStart and Lectures for Central Washington University.

1D - 10:45 AM - 11:45 AM
Training & Communication Track
The National Safety Council's Work-To-Zero Initiative
Martin Cohen, ScD, CIH, CSP

There are approximately 5,000 workplace deaths each year in the United States alone. We have made great strides in reducing this toll since the enactment of the Federal Occupational Safety and Health Act in the early 1970's but have yet to reduce this to zero deaths. The National Safety Council (NSC) has developed an initiative, Work-to-Zero, to eliminate these fatalities through the use of technology. NSC found high frequency combinations of hazardous workplace situational risks and associated risks for the focus of the work. Each of these risks were investigated for their potential to be controlled using a variety of technological solutions. A white paper and report detailing the process and results have been developed. Future work will focus on researching the effectiveness of potential solutions, educating employers and employees to increase their interest and use of safety technology, and developing partnerships to spread the word.

Learning Objectives:

1. Participants will be able to identify high risk situations.
2. Participants will be able to categorize their own hazards with appropriate control technologies.
3. Participants will be able to summarize how different technologies can be applied.

Martin Cohen, ScD, CIH, CSP
Principal Lecturer
University of Washington

Marty Cohen is a certified industrial hygienist and certified safety professional and has more than 25 years of experience in the varied fields of occupational and environmental health and safety sciences. He earned his Doctorate of Science in exposure assessment from the Harvard School of Public Health. Marty worked with the State of Washington's Department of Labor and Industries, Safety and Health Assessment and Research for Prevention (SHARP) Program for a number of years where he conducted applied occupational health and safety research and surveillance, and ran the State's NIOSH-funded Fatality Assessment and Control Evaluation (FACE) Program. In 2008, Marty joined the Field Research and Consultation Group at the University of Washington, where he conducted occupational health and safety research and service projects. He is currently a Principal Lecturer in the UW's Department of Environmental and Occupational Health Sciences, is the Director of the Field Group, and the Department's Assistant Chair for Stakeholder Engagement.

2A - 1:15 PM - 2:15 PM
Construction Track
Suicide Prevention & The Workplace
Lisa Hill, MS, CIH, CSP, Health Coach & Mike Ellis

Suicide is a leading cause of death in the construction industry, in America, and around the world. Suicide is complicated and tragic, but it is often preventable. Just like CPR, QPR is an emergency response to anyone in crisis and can save lives. Empower yourself to effectively intervene on behalf of suicidal and in-crisis people by learning 3 simple skills:

Question….a person about suicide
Persuade …someone to get help and,
Refer….someone to the appropriate resource

Learning Objectives:

1. Examine the impact of suicide in the construction industry.
2. Identify the warnings signs of crisis
3. Identify 3 skills that anyone can use to help someone in crisis

Lisa Hill, MS, CIH, CSP, Health Coach

Lisa Hill is a Health and Safety professional with over 30 years of experience working for OSHA, private industry, and the Department of Energy. Health and wellness has been her lifelong professional and personal passion. As an Industrial Hygienist, Functional Medicine Certified Health Coach and a Certified QPR instructor, she has been able to take a unique approach to Total Worker Health. Her mission is to improve the workplace culture by improving workers well-being.

Mike Ellis, Corporate Safety Director, Certified QPR Trainer

A hands-on, proven construction safety expert, Mike has more than 30 years of specialized experience in the construction industry. Mike has a BS for Central Washington University and has worked in many diverse construction industries.

As corporate safety director for both Apollo Mechanical and Apollo, Inc., Mike oversees nearly a two dozen safety professionals in 6 states with 2,000 employees performing more than $600M and 3.8m MH in construction work. Mike and the help of his team have lead Apollo on a journey spanning over 20 years improving Apollo's Experience Modification Rate (EMR) in Washington State from a .99 to a .29. and a .51 in all other states. Apollo with Mike's leadership and Loss Control Strategies have maintained their EMR below a .36 since 2010. Apollo has enjoyed the lowest EMR in Washington State out of virtually all industries. This is an impressive $12.2 million in saving for Apollo compared to a contractor with an EMR of 1.0 over the last 5 years.

Mike's approach to safety focuses on personal training, mentoring, and coaching for all team members to understand and embrace Apollo's injury-free work environment culture—which is founded on identification of hazards, prevention, planning, inspection, and accountability at all levels.

Mike has developed, taught, and implemented world-class safety and loss control programs, leading Apollo to receive numerous site safety awards for injury-free work environments. The latest achievements include recognition through MCAA/CNA and SMACNA National Safety Excellence Awards, and recently surpassed SIX MILLION MANHOURS hours without a lost-time injury.

2B - 1:15 PM - 2:15 PM
Best Practices Track
Plan Your Work And Work Your Plan:
A Case Study At Sound Transits East Link Extension
Craig McDonald, CHST & Joe Wittman, CHST, CSP

Travel on a journey of lessons learned, best practices, and shortcomings from one of the nation's largest light rail extension projects. At the end of a multi-contractor project, you will discover incident investigation techniques, unique lessons learned and leading indicator safety programs from some of the largest general contractors on the west coast. How can such a diverse heavy civil contract deliver a project with safety remaining at the forefront for all entities? Results and lessons learned will be shared from the construction safety management team.

Learning Objectives:

1. We will examine unusual incidents in detail.
2. Share lessons learned from a multi-employer site.
3. Identify areas that required change in the system to achieve common goals.

Craig McDonald, CHST
East Link Safety Manager
HDR Engineering Inc.

Craig McDonald has over 25+ years of construction safety experience in heavy civil, tunnel and rail operations, Craig has been an integral role of the numerous projects he has overseen. He believes that safety and management must work together to truly make a project successful.

Joe Wittman, CHST, CSP
Joe Wittman is a Certified Safety Professional from Central Washington University combining 7 years of industry experience with an educational background in safety. Joe has an emphasis in heavy civil construction with project experiences in light rail and accelerated bridge construction.

2C - 1:15 PM - 2:15 PM
Management / Leadership Track
Effective Pre-Task Planning (PTP)
Ashlee R. Conner, CSP, CHST

Every day in construction, the work force faces hazards inherent to construction. An effective Pre-Task Planning process will not only help identify and mitigate hazards during the work but will also utilize planning and forethought that helps work go right the first time, making it not only safer, but also more efficient.

Through real life examples Ms. Conner will guide the participants through a hands-on exercise explaining key components of a Pre-Task Plan.

Learning Objectives: Participants will learn how to:

1. Write an Effective Pre- Task Plan
2. Revise Plans to Adapt to Changing Conditions
3. Reinforce the Value of Pre-Task Planning with Crew mates or Subordinates

Ashlee R. Conner, CSP, CHST
Safety Engineer
Intel Corporation

Ms. Conner is a Certified Safety Professional (CSP) and Construction Health and Safety Technician (CHST) with over ten years of construction and general industry safety experience. She specializes in general industry manufacturing and construction industry continuous improvement in EHS. At the heart of Ms. Conner's efforts are building relationships with workers and helping them and their supervisors learn to plan work that identifies and mitigates hazards ahead of time – Pre Task Planning.

2D - 1:15 PM - 2:15 PM
Training & Communication Track
Agile Problem-Solving In The Age Of Complexity
Brian Hughes

Our grandparents grew up with wood stoves during the time when the radio was a man-made form of magic. My childhood technical magic included video games, the Macintosh, and the internet. Our children and grandchildren now play with mini super-computers, each of which is thousands of times more powerful than 1960's NASA computers.

The pace of change is not only frenetic, it is accelerating. Each year changes more than the year before. As time passes we will experience a greater number of novel problems of greater complexity.

Surviving the acceleration of change requires us to collaborate to solve problems quickly at every level of the organization. We need to do much more than simply react to problems. We need an effective, universal, and scalable (read "agile") toolset to help us systematically solve problems together.

Learning Objectives:

1. Recognize how technology is driving an exponential increase in complexity that impacts every one of us.
2. Understand how complexity spawns an increasing number of problems that have never been seen before.
3. Learn how an "agile" problem-solving methodology can help stay in front of an increasing number of novel problems, no matter where you work.

Brian Hughes
Sr. Vice President, Co-Founder
Sologic, LLC

Brian has 20 years' experience developing and implementing enterprise-wide RCA programs, Brian also leads significant root cause incident investigations, including explosions, loss of primary containment, consumer product contamination, failures of critical aircraft components/systems, supply chain process problems, and inventory optimization problems. Brian continues to research the application of causal analysis methods to problem solving. His articles have been published in multiple industry periodicals as well as online, including Quality Digest, Professional Safety, and Occupational Health and Safety. He also has presented at various industry conferences, including ASQ, ASSE, NSC, APICS, and multiple client events.

Brian earned a Bachelor of Arts in Business Administration (Finance) from Western Washington University.

3A & 4A - 2:30 PM - 4:45 PM
Construction Track
Fall Protection - Double Session:
WA Unified Fall Protection Rule & Fall Protection Basics
Erich Smith & Skyler Cook

This session will cover an overview of WAC 296-880 Unified fall protection rule plus Q&A. Along with:

Leading Edge
- What it is and what it is not a leading edge?
- What are the risks associated with leading edge work?
- What are the fall clearance requirements in leading edge applications?
- What are the testing requirements for leading edge equipment?

Training
- What is required?
- What is a competent Person? What does it take to be a CP?
- What training is required for a CP equipment inspection?

Fall Clearances
- How do I calculate or find fall clearances for different products?
- How do I reduce my needed fall clearance?

Anchor point
- Do I really need a 5k anchor point?
- How can I know my anchor point is 5k or whatever is needed?

Learning Objectives:

1. Gain knowledge in the area evaluating leading edge risks and using the correct fall protection equipment to mitigate risk.
2. Examine anchor point requirements and required fall clearances for various fall arrest situations.
3. Identify fall protection training requirements and best practices.
4. Greater understanding of the Unified Fall Protection standard in WA
5. How to apply fall protection rules to industry
6. Ability to navigate the DOSH Unified Fall Protection Rule

Erich Smith is the Department of Labor & Industries Division of Occupational Safety and Health construction technical specialist. Erich is responsible for the department's technical interpretation and application of the Washington Administrative Code related to the construction industry on a statewide basis. Previously, Erich was a safety compliance officer and safety compliance supervisor for the Division of Occupational Safety & Health.

Skyler Cook is a North American training instructor, specializing in fall protection and confined space operations, with over 20 years' experience in the life safety field. Prior to joining MSA, Skyler was a firefighter in the United States AirForce. He received his fire protection training at the DoDLouisF.Garland Fire Academy in San Angelo, Texas. Skyler spent 10 years active duty in the AirForce, and 6 year as a DoDcontractor in Kuwait. During his career, he received numerous International Fire Service Accreditation Congress (IFSAC) certifications including: Fire Officer II, Fire Instructor III, Hazardous Materials Incident Commander, Confined space/high angle rescue technician, Hazardous Materials Technician, as well as Airport Firefighter. Skyler also spent 4 years as a fireground operations instructor at the Louis F. Garland Fire Academy where he obtained his Air Education and Training Command (AETC) Master Instructor certification. After his military career, he received a Bachelor of Sciences degree in Safety and Health Management from Slippery Rock University, PA. Upon graduation before coming to MSA, he began his safety career at an international distribution company as a Safety and Health Coordinator.

3B - 2:30 PM - 3:30 PM
Best Practices Track
Material Failures And Workplace Safety
Wade Lanning, Ph.D.

Stored energy is a challenging hazard to recognize because it is often “invisible” until it is released and causes an accident. A vehicle parked on a hill, stretched spring, spinning grinding wheel, compressed gas cylinder, hot workpiece, energized transformer, or bin of aluminum dust all store energy in different ways. Additionally, material failures that release stored energy often exhibit warning signs that go unnoticed. This presentation will identify the “ingredients” of several types of stored energy and material failure using real-world case studies. The objective is to equip attendees with general understanding of stored energy within the workplace along with physics-based strategies to identify stored energy and material failure-related hazards.

Learning Objectives:

1. Identify the “ingredients” of different kinds of stored energy.
2. Recognize factors common to mechanical material failures that release stored energy.
3. Evaluate the potential for environmental material degradation to release stored energy.

Dr. Wade Lanning is a Senior Engineer at ARCCA specializing in forensic analysis of mechanical failures and material degradation. He investigates consumer product failures and accidents involving industrial equipment as well as performing laboratory analyses of material composition, structure, and properties. Dr. Lanning holds a Bachelor of Science degree in Materials Science and Engineering from Boise State University, a Master of Science degree in Materials Science and Engineering from Penn State University, and a Ph.D. in Materials Science and Engineering from the Georgia Institute of Technology. As a research team leader, he pioneered deformation energy and fracture mechanics measurement techniques for thin sheet material systems. He also discovered a novel residual stress strengthening mechanism in multilayer ceramic-metal composites and has developed instruments for motion tracking, optical strain measurement, colorimetry, robotics, and laboratory information management. As the manager of both academic and commercial research laboratories, he has experience managing mechanical, chemical, and optical hazards.

3C - 2:30 PM - 3:30 PM
Management / Leadership Track
Workplace Harassment And Discrimination Prevention
Karen Galipeau Forner

Today's workplace is a melting pot of people, cultures, religions and abilities. It is important to know what forms harassment and discrimination can take. What's the definition of harassment? What laws protect employees from discrimination in the workplace? When and how should accommodation discussions occur? Learn the policies and procedures you should implement in order to keep a harassment or discrimination claim at bay.

Learning Objectives:

1. Identify the various forms of and definitions of harassment.
2. Produce the various laws protecting employees from discrimination and retaliation.
3. Apply best practices to avoid harassment and discrimination claims against you and your company and promote a healthy and inclusive workplace.

Karen Galipeau Forner
Founder and Partner
Employer Solutions Law

Since 1993, Karen Galipeau Forner has been working on Labor and Industries issues and employment law matters. Karen's early background includes working at the Attorney General's Office in the Labor and Industries Division. At the AG's office Karen got an inside look at construction companies and safety practices, or lack thereof. After working as a Senior Attorney at a private law firm assisting employers with Labor and Industries cases, Karen then founded K-Solutions Law - now Employer Solutions Law - in Bellevue, Washington. Her practice has grown since 2009 into a firm comprised of 10 employees aiding and advising employers statewide on matters of workers' compensation, workplace safety (WISHA/DOSH/OSHA), wage and hour, prevailing wage, and employment law issues. Karen cares about her clients and finds great satisfaction in working with employers in becoming safer companies to save money *and* lives. Her goal is to ensure the firm meets clients' needs by taking a proactive and strategic approach to problems, keeping clients and the team informed, and handling cases in a manner that gives clients peace of mind so that they can focus on their core businesses. All the while, Karen has also become an industry-wide speaker and is often called upon to do training presentations across the state and nation.

3D - 2:30 PM - 3:30 PM
Training & Communication Track
Backward Design For Safety Training
Morgan Bliss, Ed.D., CIH, CSP & Jeff Dalto

Ever wonder if there is another way to design your safety training? In this presentation, we'll be learning about backward design (also called Understanding by Design®) and how it can be applied to safety training topics. We will demonstrate the use of the backward design process for a safety training topic and also discuss how to select and design active learning and evaluation techniques that are suitable for in-person training.

Learning Objectives:

1. Apply backward design principles to safety training topics.
2. Demonstrate the backward design process for a safety training topic.
3. Select active learning and evaluation techniques that are suitable for in-person safety training.

Morgan M. Bliss, CIH, CSP
Assistant Professor
Central Washington University

Dr. Morgan Bliss (they/them) is an Assistant Professor and Graduate Coordinator in the Safety and Health Management Program at Central Washington University. Morgan has more than 14 years of experience as an industrial hygiene, occupational safety, environmental management, and emergency management consultant and educator. Morgan holds a Doctor of Education in Health Professions degree from A.T. Still University, and has also completed a M.S. in Technology – Environmental Management from Arizona State University. Morgan is the Professional Development Chair of the Industrial Hygiene Practice Specialty of ASSP and a member of the advisory committee for the Training & Communications Practice Specialty of ASSP.

Jeff Dalto
Senior Learning & Customer Advocacy Manager
Convergence Training | Vector Solutions

Jeff Dalto is an instructional designer and workplace performance improvement professional with 20 years of experience in L&D and 15 in safety and/or safety training. He's a frequent presenter at safety conferences on issues related to safety and safety training, including ASSP district PDCs, the national ASSP safety conference, state conferences in WA and OR, and elsewhere. He's a member of the ASSP Z490 committee, helped to create the new ASSP Z490.2 standard on online EHS training. He often writes for the ASSP's Professional Safety Journal and writes the Convergence Training blog. Email Jeff at jeff.dalto@vectorsolutions or connect with him on LinkedIn.

4B - 3:45 PM - 4:45 PM
Best Practices Track
Hiring For Safety
Shamus D Harmon

This class will help managers, supervisors, human resources, and other hiring professionals make the best decisions when hiring new team members. With an eye to safety trainees will walk through the hiring process. Utilizing examples and discussion this class will help trainees examine what their company culture actually is. This will help them distinguish between what they truly need in a candidate and what is a “nice to have”. Finally, the class will walk through the interview process and onboarding, examining several methods for making the decision to bring on the best candidate.

Learning Objectives:

1. Examine what goes into their company culture, how to identify the actual traits they uphold.
2. Distinguish the difference between needs and wants, and how to ask for both when listing jobs.
3. Evaluate multiple methods for interviewing candidates, making the hiring decision, and onboarding for safety.

Shamus Harmon has spent more than fifteen years dedicated to safety, primarily in the food production and long term care industries. After earning his Masters in Occupational Safety and Health he took on several roles: developing and managing employee safety and workers' compensation programs, benefits, and human resources projects. Shamus has also led quality assurance teams to engage facilities in overall operational improvement. For the past eight years Shamus has worked as a trainer, traveling to facilities to work with their staff on best practices in their environment.

4C - 3:45 PM - 4:45 PM
Management / Leadership Track
Making Sense, Not Decisions: The Need For Experimentation, Not Action At All Organizational Levels
Wyatt Bradbury, MEng, CSP, CHST, CIT

Leaders will understand the shortcomings of decision-making models, importance of appropriately identifying the system they are working within, considerations demonstrated by that system, and insight on how they can lead and manage to support creativity, empowerment, learning, and sensemaking by the organization at large.

Learning Objectives: Attendees will be able to …

1. Recognize the shortcomings of traditional decision-making thinking and decision-making models
2. Differentiate types of systems and their inherent constraints using recognized examples and case studies
3. Implement conditions and strategies to support sensemaking and learning at all levels

Wyatt Bradbury serves as a HSE Advisor for Hitachi Rail and is part of the Department of Engineering Faculty and the University of Alabama Birmingham teaching Professional Ethics and Introduction to System Safety for the Advanced Safety Engineering and Management Program. He has experience in aquatic and recreation risk management, electrical construction, powerline safety, rail safety, and safety consulting. Mr. Bradbury holds CSP, CHST, and CIT certifications from the BCSP and a Master of Engineering in Advanced Safety Engineering and Management from the University of Alabama Birmingham.

Wyatt Bradbury is a Past-President of the National Capital Chapter, on the Chapter Leader Training Committee under the Council on Regional Affairs, on the planning committee of the Mid-Atlantic Construction Safety Conference and is a member of the Emerging Professionals Common Interest Group. Bradbury currently serves as the National Capital Chapter Delegate and as the Assistant Regional Vice President of Communication for Region VI. He regularly travels the country speaking at local and regional professional development conferences and is a frequent contributor to Professional Safety Journal.