

FRONT LINE SAFETY PROGRAM

TTR INTRODUCES NEW SYSTEMS TO PROMOTE SAFETY
AND ENGAGE WITH STAFF



TTR  **FRONT-LINE
SAFETY
PROGRAM**

TTR CALLS ON IT'S FRONT-LINE STAFF TO LEAD THE WAY



Central Question: *how do we increase employee participation?*

- Create psychological safety
- Employ engagement strategies
- Construct a positive learning environment
- Generate employee-led initiatives



Improve our onboarding process

HANDS-ON MENTORSHIP


New Hire On-Boarding Solution

- In-field mentorship function to safely onboard new hires and teach appropriate practices early, before poor habits set in
- Benefit: mentors hone coaching techniques and learn to lead by example

BEST PRACTICES COMMITTEE



- An employee-led committee to discuss and trial solutions comprised of experienced workers that are familiar with day-to-day work
- Discusses solutions, performs controlled testing, and completes risk assessments, which contribute to best possible implementation strategies
- A learning environment that grants workers hands-on experience with the complex approval process, and produces advancements for their peers and co-workers



Eliminate dependence on training outsources

IN-HOUSE TRAINING AND KNOWLEDGE EXCHANGE

- An in-house training solution that utilizes our experienced operators as teachers
- Seasoned employees become in-house instructors who teach company-approved curriculum
- Yields a learning environment that transcends past training; instructors accompany students in the workplace to be accessible post-certification

Make hazard elimination everyone's responsibility

GOOD CATCHES



A hazard elimination reporting platform that encourages front-line employees to identify and eliminate hazards as they appear.

- Allows employees to demonstrate their commitment to safety
- Allows employees to celebrate positive prevention and receive rewards
- Data collected is leveraged for better work planning in the future



FRONT-LINE SAFETY PROGRAM



What did we learn from our Front-Line Safety Program?

- Our employees were eager to facilitate and engage in organizational improvement
- Employees adopted a growth-mindset to help identify and solve gaps
- Repetition and practice were essential to establishing new systems