

## Summer 2010 Lunch N Learns Monday, June 28th & Thursday, July 22nd

### Monday, June 28th – Breaking the Cycle of At-Risk Behavior

The Solution - Breaking the Cycle of Risky behavior starts with a discussion of accident causation and how different types of safety program try to address those accident causation issues. Have you ever wondered why people do the things they do? Now is your chance to find out as Gary addresses not only why people do what they do but why they think what they do make sense. This changing of poor safety behavior to good safety behavior is very difficult to do, given poor behavior makes sense to the people doing it and most of the time they actually get away with it. Discover how you can change and influence behavior through significant events, risks and consequences. Gary pulls it all together with an explanation of the five stages and how they fit together to promote world class safety performance. As a bonus the last part of this session will cover the four states and four critical errors that cause "all" accidents and how awareness can be raised to level that prevents injuries even when compliance issues have not been resolved. You and your employees will experience a significant change in safety awareness that will result in fewer injuries.

### Thursday, July 22nd – Audits, Inspections and Observations

Audits, Inspections and Observations are all completely different activities. Often they are bunched together creating confusion and inefficiencies. This session will explain the purpose of each one and how they should be conducted. After the session sample documents will be provided by e-mail to those who request them.



Gary has an MBA from the University of Iowa and is a board certified safety professional. Gary is a past recipient of the Safety Professional of the Year award for region IV of the American Society of Safety Engineers. He is considered an expert in Traditional and Behavior Based Safety Technologies as well as Organizational Change. Using his over 40 years of experience and a sense of humor Gary has become an internationally known speaker on safety, health, environmental and business issues.

**Presenter:**  
Gary A. Higbee, EMBA CSP

Higbee & Associates, Inc.



## Upcoming Events

### April

National Alcohol Awareness Month  
Stress Awareness Month  
National Humor Month  
National Occupational Therapy Month

### April 1

Breakfast Meeting  
7:30am – Sartori Memorial Hospital

### April 6

Strictly Business  
4:00pm-7:00pm  
Park Place Event Center

### April 14

International Moment of Laughter Day

### May 12

Supervisory Training for Drug and Alcohol Testing

### June 28

Lunch n Learn  
11:30am – 1:00pm  
Covenant Medical Center

### July 22

Lunch n Learn  
11:30am – 1:00pm  
Covenant Medical Center



## Contact Us

If you would like to contact us or have any questions about anything in the newsletter please contact Stef Moudry at 319/575.5610 or [stefanie.moudry@wfhc.org](mailto:stefanie.moudry@wfhc.org).

Don't forget to check out our website by clicking on the following link [www.wfhocmed.com](http://www.wfhocmed.com).

Thursday, April 1<sup>st</sup> – Breakfast Meeting, Aging in the Workplace is FULL

Please Watch for the Fall 2010 Breakfast Meetings

September 2, October 7, November 4, December 2  
To be held at Covenant Medical Center

## April is National Stress Awareness Month

### Signs and symptoms of excessive job and workplace stress

Feeling anxious, irritable, or depressed  
Apathy, loss of interest in work.  
Problems sleeping  
Fatigue,  
Trouble concentrating  
Muscle tension or headaches  
Stomach problems  
Social withdrawal  
Loss of sex drive  
Using alcohol or drugs to cope

### Common causes of excessive workplace stress

Fear of layoffs  
Increased demands for overtime due to staff cutbacks  
Pressure to perform to meet rising expectations but with no increase in job satisfaction  
Pressure to work at optimum levels – all the time!

### Reducing workplace stress by improving emotional intelligence

Even if you're in a job where the environment has grown increasingly stressful, you can retain a large measure of self-control and self-confidence by understanding and practicing emotional intelligence. Emotional intelligence is the ability to manage and use your emotions in positive and constructive ways. It's about communicating with others in ways that draw people to you, overcome differences, repair wounded feelings, and defuse tension and stress.

#### Emotional intelligence in the workplace:

Emotional intelligence in the workplace has four major components:

**Self-awareness** – The ability to recognize your emotions and their impact while using gut feelings to guide your decisions.

**Self-management** – The ability to control your emotions and behavior and adapt to changing circumstances.

**Social awareness** – The ability to sense, understand, and react to other's emotions and feel comfortable socially.

**Relationship management** – The ability to inspire, influence, and connect to others and manage conflict.

## Did you Know...

As a client of Occupational Medicine and Wellness, Wheaton Franciscan Healthcare, your company receives discounts on Corporate Wellness services.

Call Merriam Lake at 319/272.2284 for more details and find out if your company qualifies.

## Supervisory Training for Drug and Alcohol Testing

**Wednesday, May 12, 2010**

Covenant Medical Center, Meeting Room 2  
Instructor: Lisa Kriz, RN

### Who should attend?

Human Resource Managers, Supervisors, and Safety Managers who have implemented a drug and alcohol testing program and need to comply with the state and federal drug and alcohol training requirements.

8:30 am – 10:30 am		11:00 am – 12:00 pm
Initial 2 hour Training	OR	1 hour Update
\$28.00/person		\$18.00/person

Registration required by calling 319/575.5610 or emailing [Stefanie.moudry@wfhc.org](mailto:Stefanie.moudry@wfhc.org)

**\*Next class will not be until Wednesday, August 11\***

**Please see attached PDF file with this email for more information**

## Accidents Waiting to Happen: The Five Crucial Conversations that Drive Workplace Safety

### The five conversations that drive workplace safety are:

Get it done. Unsafe practices that are justified by tight timelines.

Undiscussed incompetence. Unsafe practices that stem from skill deficits that can't be discussed.

Just this once. Unsafe practices that are justified because they are exceptions to the rule.

This is overboard. Unsafe practices that bypass precautions management or workers consider excessive.

Are you a team player? Unsafe practices that are justified for the good of the team, company or customer.

A whopping 93 percent of employees say their workgroup currently is at risk from one or more of these five "accidents waiting to happen." In fact, nearly half are aware of an injury or death caused by these workplace dangers.

**For the complete article please visit:**

<http://ehstoday.com/safety/news/accidents-waiting-happen-7865/>