

# Course Catalog

Safety  
**FOCUS**  
Immersive Education  
for Safety Professionals

February 13 – 20, 2020 | Las Vegas, NV

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## CERTIFICATION PREP

### Math Review for Certification Exams (Section 1)

**Description:** Participate in an intensive overview of the mathematics knowledge you will need to pass certification exams. Become familiar with the types of math expected and practice solving challenging math questions. You will be given a TI-30XIIS scientific calculator for this course.

**Learning Objectives:**

- Operate a scientific calculator
- Perform SI and English conversions of mass, length and time
- Perform multi-step conversions (e.g., converting miles per hour to feet per second, pounds to micrograms)
- Perform number manipulation (e.g., exponents, scientific notation, significant digits, answer accuracy and rounding, and logarithms)
- Calculate area, circumference and volume
- Graph two-dimensional linear, exponential, trigonometric and logarithmic functions
- Understand algebraic laws, concepts and word problems
- Figure right angles, trigonometry functions and word problems

**Level:** Beginner

**Track:** Certification Prep

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Langlois Weigand & Associates Inc.

**Date(s):** Friday, February 14, 2020

### Math Review for Certification Exams (Section 2)

**Description:** Participate in an intensive overview of the mathematics knowledge you will need to pass certification exams. Become familiar with the types of math expected and practice solving challenging math questions. You will be given a TI-30XIIS scientific calculator for this course.

**Learning Objectives:**

- Operate a scientific calculator
- Perform SI and English conversions of mass, length and time
- Perform multi-step conversions (e.g., converting miles per hour to feet per second, pounds to micrograms)
- Perform number manipulation (e.g., exponents, scientific notation, significant digits, answer accuracy and rounding, and logarithms)
- Calculate the area, circumference and volume
- Graph two-dimensional linear, exponential, trigonometric and logarithmic functions
- Understand algebraic laws, concepts and word problems
- Figure right angles, trigonometry functions and word problems

**Level:** Beginner

**Track:** Certification Prep

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Langlois Weigand & Associates Inc.

**Date(s):** Monday, February 17, 2020

## CSP Exam Prep Course (Section 1)

**Description:** Prepare for the certified safety professional (CSP) certification examination. Learn via lecture, solve sample problems and discuss essential occupational safety and health (OSH) topics. **You need to bring a TI-30XIIS scientific calculator to participate in this course.**

### Learning Objectives:

- Apply concepts of probability, statistics and basic sciences
- Utilize engineering concepts for OSH, occupational health and fire protection
- Apply management principles, ergonomic analysis and risk management
- Calculate workers' compensation
- Identify legal and regulatory issues in OSH and security

**Level:** Advanced

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Langlois Weigand & Associates Inc.

**Date(s):** Friday, February 14 – Sunday, February 16, 2020

## CSP Exam Prep Course (Section 2)

**Description:** Prepare for the certified safety professional (CSP) certification examination. Learn via lecture, solve sample problems and discuss essential occupational safety and health (OSH) topics. **You need to bring a TI-30XIIS scientific calculator to participate in this course.**

### Learning Objectives:

- Apply concepts of probability, statistics and basic sciences
- Utilize engineering concepts for OSH, occupational health and fire protection
- Apply management principles, ergonomic analysis and risk management
- Calculate workers' compensation
- Identify legal and regulatory issues in OSH and security

**Level:** Advanced

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Langlois Weigand & Associates Inc.

**Date(s):** Tuesday, February 18 – Thursday, February 20, 2020

## ASP Exam Prep Course (Section 1)

**Description:** Prepare for the associate safety professional (ASP) certification examination. Learn via lecture, solve sample problems and discuss essential occupational safety and health (OSH) topics. **You need to bring a TI-30XIIS scientific calculator to participate in this course.**



**Learning Objectives:**

- Recognize OSH hazards
- Measure, evaluate and control OSH hazards
- Identify keys to developing and conducting OSH training
- Recognize business principles, practices and metrics
- Review BCSP certification requirements and scoring procedures
- Prepare for testing
- Identify topic areas where additional preparation is needed

**Level:** Intermediate

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Langlois Weigand & Associates Inc.

**Date(s):** Saturday, February 15 – Monday, February 17, 2020

## ASP Exam Prep Course (Section 2)

**Description:** Prepare for the associate safety professional (ASP) certification examination. Learn via lecture, solve sample problems and discuss essential occupational safety and health (OSH) topics. **You need to bring a TI-30XIIS scientific calculator to participate in this course.**

**Learning Objectives:**

- Recognize OSH hazards
- Measure, evaluate and control OSH hazards
- Identify keys to developing and conducting OSH training
- Recognize business principles, practices and metrics
- Review BCSP certification requirements and scoring procedures
- Prepare for testing
- Identify topic areas where additional preparation is needed

**Level:** Intermediate

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Langlois Weigand & Associates Inc.

**Date(s):** Tuesday, February 18 – Thursday, February 20, 2020

## CHST Exam Prep Course

**Description:** Prepare for the construction health and safety technician (CHST) certification examination. Participate in a comprehensive overview of the exam blueprint, complete sample questions during class and receive additional quizzes to take home. **You need to bring a TI-30XIIS scientific calculator to participate in this course.**

**Learning Objectives:**

- Manage and administer a safety program
- Identify safety management systems, including ISO and ANSI standards
- Use hazard recognition, evaluation and control techniques
- Manage regulatory inspections
- Conduct training and orientation
- Communicate hazards (including the Globally Harmonized System)
- Conduct job-site inspections and audits
- Prepare a job hazard analysis/pre-job plan
- Investigate incidents
- Understand recordkeeping requirements

**Level:** Intermediate

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Steven P. Pereira, CSP

**Date(s):** Saturday, February 15 – Monday, February 17, 2020

## CHMM Exam Prep Course

**Description:** Prepare for the certified hazardous materials manager (CHMM) certification examination. Review the exam blueprint and practice study and testing techniques to best prepare to pass the exam. Learn via lecture, solve sample problems and discuss key subjects covered on the exam.

**Learning Objectives:**

- Recognize, identify and characterize hazards of materials
- Assess risks related to hazardous materials
- Mitigate and/or eliminate hazards of materials
- Manage impact of hazardous materials on human health
- Ensure regulatory compliance
- Manage hazardous materials

**Level:** Intermediate

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Richard Cartwright

**Date(s):** Saturday, February 15 – Monday, February 17, 2020

## SMS Exam Prep Course

**Description:** The safety management specialist (SMS) certification is intended for dedicated safety practitioners with 10 years of occupational safety and health (OSH) experience, with or without a college degree. Prepare for your exam by reviewing the exam's five domains while learning via lecture, activities and practice questions.

**Learning Objectives:**

- Form the foundation of knowledge and skills required for SMS certification

- Practice valuable success strategies for passing the SMS exam
- Recognize OSH management system concepts including key performance indicators, goal setting and prioritization, and safety training needs assessment
- Identify risk management concepts such as hazard prevention and control, job hazard analysis versus risk assessment methods, prevention through design, liability, insurance and risk reduction through the hierarchy of controls
- Address physical, chemical, ergonomics and workplace safety issues to recognize and control those stressors
- Apply incident investigation and emergency preparedness concepts to calculate incident and injury rates
- Effectively communicate business impact of safety issues to upper management using tools such as cost/benefit analysis, cost indicators, budgeting, multi-employer work sites, safety committees and risk management

**Level:** Advanced

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Pamela Murcell, CIH

**Date(s):** Tuesday, February 18 – Thursday, February 20, 2020

## **OHST Exam Prep Course**

**Description:** Prepare for the occupational hygiene and safety technician (OHST) certification examination. Review content via a testing format and receive a list of recommended resources to continue your exam preparation after the course. **You need to bring a TI-30XIIS scientific calculator to participate in this course.**

### **Learning Objectives:**

- Conduct work-site assessments to determine risks, potential hazards and controls
- Evaluate risks and hazard controls
- Investigate incidents
- Maintain and evaluate incident and loss records
- Prepare emergency response plans

**Level:** Advanced

**Track:** Certification Prep

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Michael Acree

**Date(s):** Tuesday, February 18 – Thursday, February 20, 2020

## **CIT Exam Prep Course**

**Description:** The certified instructional trainer (CIT) certification is designed for those with experience and expertise in developing, designing and delivering occupational safety and health (OSH) training. Prepare for your exam by reviewing the minimum competencies outlined in two national consensus standards: ANSI/ASSP Z490.1, Criteria for Accepted Practices in Safety, Health and Environmental Training, and International Board of

Standards for Training, Performance and Instruction (IBSTPI) Instructor, Instructional Design and Training Manager Competencies.

**Learning Objectives:**

- Demonstrate effective communication and interpersonal skills
- Assess training needs
- Design and develop training courses
- Design student performance evaluation instruments
- Develop administrative and management plans for individual courses
- Implement training
- Conduct training evaluations and apply results

**Level:** Advanced

**Track:** Certification Prep

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Daniel J. Snyder, Ed.D., CSP, CET and Kelley Edmier, MS, CSP, CIT, CHST

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## SAFETY MANAGEMENT SYSTEMS

### Safety Management I (Section 1)

**Description:** Through examples, case studies and other resources, develop a foundational understanding of fundamental elements and techniques for creating an effective safety management system.

**Learning Objectives:**

- Use proven techniques to establish accountability for safety efforts
- Identify the elements of a safety management system, and discuss strategies for implementing them
- Write effective policy statements and performance standards to help the management team execute its safety responsibilities
- Promote safety to various levels in the organization
- Understand the moral, financial and legal responsibilities of today's safety professional
- Create strategies to control workers' compensation costs
- Budget for a safety management effort

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** James "Skipper" Kendrick, CSP, FASSP

**Date(s):** Thursday, February 13 – Saturday, February 15, 2020

## Safety Management I (Section 2)

**Description:** Through examples, case studies and other resources, develop a foundational understanding of fundamental elements and techniques for creating an effective safety management system.

**Learning Objectives:**

- Use proven techniques to establish accountability for safety efforts
- Identify the elements of a safety management system, and discuss strategies for implementing them
- Write effective policy statements and performance standards to help the management team execute its safety responsibilities
- Promote safety to various levels in the organization
- Understand the moral, financial and legal responsibilities of today's safety professional
- Create strategies to control workers' compensation costs
- Budget for a safety management effort

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Joel N. Tietjens, CSP, CSHM, FASSP

**Date(s):** Sunday, February 16 – Tuesday, February 18, 2020

## Safety Management II (Section 1)

**Description:** Build on what you learn in Safety Management I to take steps to implement a safety management system within your organization and practice techniques to measure its effectiveness. This course is also ideal if you are seeking to strengthen an existing safety management system.

**Learning Objectives:**

- Review various types of safety management systems and evaluate their application to the safety function
- Practice various methods for assessing the performance of a safety management system
- Consider various leading metrics and determine how they may benefit your organization
- Improve safety performance through effective leadership, communication, training and ethical behavior

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** James "Skipper" Kendrick, CSP, FASSP

**Date(s):** Sunday, February 16 – Monday, February 17, 2020

## Safety Management II (Section 2)

**Description:** Build on what you learn in Safety Management I to take steps to implement a safety management system within your organization and practice techniques to measure its effectiveness. This course is also ideal if you are seeking to strengthen an existing safety management system.

**Learning Objectives:**

- Review various types of safety management systems and evaluate their application to the safety function
- Practice various methods for assessing the performance of a safety management system
- Consider various leading metrics and determine how they may benefit your organization
- Improve safety performance through effective leadership, communication, training and ethical behavior

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Joel N. Tietjens, CSP, CSHM, FASSP

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## Corporate Safety Management (Section 1)

**Description:** Our interactive learning forum will enable you to share challenges, craft solutions and apply the skills needed to successfully position safety in your organization. Learn primarily through role-play situations and thought-provoking exercises.

**Learning Objectives:**

- Develop a safety management system to support your organization's strategic and business goals
- Effectively assess and measure your organization's safety performance
- Explore the influence of corporate culture and develop skills to effect changes that will make the organization more receptive to occupational safety and health efforts
- Analyze appropriate adjustments to the safety effort in response to corporate mergers, downsizing, rightsizing and reorganizing
- Accurately position the safety function within the corporate structure
- Discuss how to effectively conduct industry safety networking and benchmarking
- Practice effective business and negotiation skills needed for success in a corporate environment
- Evaluate and practice personal leadership skills for growth and development
- Analyze key initiatives for creating high-impact safety performance
- Define and discuss best practices for safety performance enhancement

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Samuel J. Gualardo, CSP, FASSP

**Date(s):** Thursday, February 13 – Saturday, February 15, 2020

## Corporate Safety Management (Section 2)

**Description:** Our interactive learning forum will enable you to share challenges, craft solutions and apply the skills needed to successfully position safety in your organization. Learn primarily through role-play situations and thought-provoking exercises.

**Learning Objectives:**

- Develop a safety management system to support your organization's strategic and business goals
- Effectively assess and measure your organization's safety performance
- Explore the influence of corporate culture and develop skills to effect changes that will make the organization more receptive to occupational safety and health efforts
- Analyze appropriate adjustments to the safety effort in response to corporate mergers, downsizing, rightsizing and reorganizing
- Accurately position the safety function within the corporate structure
- Discuss how to effectively conduct industry safety networking and benchmarking
- Practice effective business and negotiation skills needed for success in a corporate environment
- Evaluate and practice personal leadership skills for growth and development
- Analyze key initiatives for creating high-impact safety performance
- Define and discuss best practices for safety performance enhancement

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** James Boretti, CSP

**Date(s):** Tuesday, February 18 – Thursday, February 20, 2020

## Advanced Safety Management Methods

**Description:** Safety management no longer is a compliance-driven approach to systems, best practice thinking and concepts. This contemporary approach to safety is influencing the way safety professionals deliver guidance and direction to their organizations. Whether you are an executive-level experienced safety professional or an up-and-coming safety professional, you will develop knowledge and tools to greatly improve safety performance in your organization.

**Learning Objectives:**

- Manage organizational safety by applying methods established by recognized and respected contemporary management innovators, behavioral scientists and great leaders in organizations and occupational safety and health (OSH)
- Provide another dimension to OSH management in your organization by applying strategy and techniques focused on risk, business and the reality of human performance
- Deliver safety leadership that will build a connection with senior leaders and inspire workers to perform the best safety practices

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Thomas F. Cecich, CSP, CIH, FASSP; Cathy A. Hansell, J.D.

**Date(s):** Saturday, February 15 – Monday, February 17, 2020

## Influential Leadership Skills

**Description:** Safety has evolved from a function that provides only technical expertise to one that provides leadership at all levels of an organization. Contemporary safety professionals must influence executive management through effective guidance and direction. Whether you are an executive-level experienced safety professional or an up-and-coming safety professional, you will learn the principles of leadership, strategic thinking and planning; discuss techniques for influencing executive, middle and line management; review expected ethical behavior; and understand how to select the best management model to improve your organization's safety performance.

### **Learning Objectives:**

- Lead organizational safety by applying the principles of leadership, participating in strategic thinking and planning, and determining the occupational safety and health (OSH) model that would most benefit your organization
- Exhibit the unique traits of successful leaders to inspire and influence workers to improve safety performance
- Strengthen the connection to your executive, middle and line leaders
- Introduce new concepts in OSH management and leadership to your organization

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Thomas F. Cecich, CSP, CIH, FASSP; Cathy A. Hansell, J.D.

**Date(s):** Tuesday, February 18 – Wednesday, February 19, 2020

## Strategic Skills for Improving and Maintaining Safety Performance

**Description:** This course is specifically designed for professionals, managers and executives charged with creating, implementing and validating strategic plans for improving organizational safety performance. Improving safety performance requires valuable resources: time, money and people. Being strategic optimizes both the chance of success and the efficient use of those resources.

### **Learning Objectives:**

- Test the execution of the current safety plan and identify disablers or issues that may be holding the organization back
- Define success and key elements
- Create a forward-focused and strategic safety journey plan
- Practice Socratic questioning and critical thinking processes
- Determine appropriate pace and direction of safety journey plan
- Gain alignment vertically and horizontally across the organization
- Validate organizational embracement and execution of the plan

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Jack Toellner, P.E., CSP



**Date(s):** Thursday, February 20, 2020

## Preventing Injuries: Applying the Total Worker Health Model

**Description:** Preventing injuries is always the goal, but how can that be accomplished given a workforce that is aging, has complex health issues and experiences work-related injuries? NIOSH's Total Worker Health (TWH) model can help refocus injury prevention efforts by placing focus on how the workplace environment can both reduce safety risks and enhance overall worker well-being. Build skills to assess your organization based on the five elements of TWH model, identify areas for improvement, then develop a targeted action plan.

### **Learning Objectives:**

- Identify the five elements of the TWH model
- Discuss why the model works to reduce work-related injuries and enhance worker well-being
- Determine what aspects of your current safety efforts embody the TWH approach
- Recognize initial steps to help your organization improve its TWH
- Develop an action plan based on your needs assessment and available resources

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Deborah R. Roy, MPH, RN, CSP, COHN-S, CET, FASSP, FAAOHN

**Date(s):** Saturday, February 15, 2020

## Post-Incident Debriefing

**Description:** Critical incidents in the workplace occur unexpectedly and often leave affected individuals trying to comprehend and cope with what has happened and how it affects them. Post-incident stress debriefing (PISD) is an immediate intervention process that can help reduce the possibility of follow-up symptoms such as trauma and stress in the individuals involved in the incident. This group debriefing process allows participants to share their experiences in a safe environment, while working through what they encountered. Learn through group discussions, case studies, concept mapping and the STAR method to improve your PISDs.

### **Learning Objectives:**

- Explain the different types of reactions that can occur when an incident happens
- Outline and describe the framework for running a successful group debriefing
- Analyze the pro/cons of a PISD and potential problems with group debriefings
- Identify when a PISD is appropriate to use
- Apply the knowledge to your work environment upon return to work

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Cole Tait

**Date(s):** Sunday, February 16, 2020

## Analytics for Safety: A New Approach to Performance Measurement

**Description:** Organizations have long used data analysis to drive improved performance. However, the quality of data now being accumulated and the speed at which data are being reported enables organizations to gain valuable insights to improve their overall performance. Explore data points that drive success from an occupational safety and health (OSH) perspective and discover how this information can lead to continuous improvement in critical areas such as workplace incidents and injuries, absenteeism and productivity.

### Learning Objectives:

- Determine how leading indicators can be used to drive improved outcomes
- Analyze key success factors to drive system and process change
- Review how analytics are being deployed to improve safety performance
- Implement different learning tools to support engagement and implementation

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Todd R. Hohn, CSP

**Date(s):** Monday, February 17, 2020

## Beyond Compliance: A Healthier Workplace Makes for a Safer Workplace

**Description:** Most contemporary workplace health protection programs (i.e., safety) are separated from workplace health promotion programs (i.e., wellness). The two are often housed in distinct organizational divisions, and the programs are usually administered as distinct, separate activities, with minimal attempts at integration. Review how this prevents optimal resource utilization and impedes efforts to maximize workers' overall health and productivity and identify ways you can effect change to better integrate safety and health.

### Learning Objectives:

- Identify the key issues facing employees due to the changing workforce dynamics
- Examine how other organizations have successfully integrated safety and health and its impact on workplace injuries
- Discuss best practices to promote a safer, healthier workplace
- Learn techniques to change management's perception of safety and health as a cost center to a key to profitable growth

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Todd R. Hohn, CSP

**Date(s):** Tuesday, February 18, 2020

## Applied Industrial Hygiene for the Safety Professional

**Description:** Designed to help safety professionals with little or no experience learn industrial hygiene principles, this course provides a hands-on approach to help you evaluate and control workplace health stressors. Use industrial hygiene sampling equipment to quantitatively assess real-world workplace scenarios to anticipate,

recognize, evaluate and control of health stresses. Learn about emerging industrial hygiene issues such as silica, combustible dust, nanotechnology and influenza.

**Learning Objectives:**

- Define industrial hygiene and regulatory and consensus standards applicable to workplace environmental concerns
- Apply basic toxicological principles
- Evaluate airborne exposures to chemicals and particulates through air sampling techniques, and understand how to control these exposures with ventilation and respiratory protection
- Practice basic evaluation and control methods for physical stresses in the workplace, including thermal stressors and noise
- Discuss biological hazards for certain occupational settings, including assessment and control of indoor air quality issues
- Demonstrate skills learned through hands-on laboratory sessions on noise, air sampling and ventilation assessment

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Paul A. Zoubek, CSP, CIH, SMS

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## ANSI/ASSP Z16: Modern Metrics for the Safety Professional

**Description:** The OSH profession has long focused on one-dimensional metrics like incident rates and lost-time incident rates. While the addition of severity rates and Days Away From Work, Days of Restricted Work Activity, and/or Days of Jobs Transfer (DART) rates has improved these metrics, they still suffer from the same problems: They provide abstract numbers that can be meaningless to upper management and offer a narrow scope of what is being measured.

The new ANSI/ASSP Z16 standards will expand the metrics occupational safety and health (OSH) professionals can use to measure the effectiveness of their efforts and report those outcomes to management. The standards will serve a range of functions from informing use of traditional metrics to providing predictive metrics, measuring more than injuries/illnesses and incorporating dollars into the metric formula.

**Learning Objectives:**

- Apply traditional lagging indicators, such as incident rates and lost-time incident rates, in a manner that fits with the organization's business plans
- Select leading indicators that will be useful in preventing loss and apply such indicators to help build a safety culture and measure management accountability for safety
- Expand the types of metrics being used to measure safety performance
- Track losses beyond direct costs
- Convert measurement of loss into financial terms

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** C. Gary Lopez, M.S., CSP, FASSP

**Date(s):** Saturday, February 15, 2020

## Workers' Compensation for the Safety Professional

**Description:** Workers' compensation is a major expense for an organization, yet few safety professionals understand the direct relationship between worker injuries and workers' compensation insurance costs. Explore how the cost of workers' compensation insurance is determined by the type of plan, the employer's short- and long-term loss experience, and the care with which an organization audits how the premium is computed. Learn about the role of experience modification, retrospective rating plans, payroll classification and audit tips; explore how problem claims are identified; discuss return-to-work strategies; and review other opportunities to produce measurable cost reductions.

### Learning Objectives:

- Discuss the coverage provided by workers' compensation insurance
- Discover ways to make the workers' compensation rating system work for your organization
- Identify primary sources of your organization's own loss experience and target safety efforts toward these loss sources
- Return injured employees to productive work quickly
- Aggressively manage claims to control medical and indemnity cost
- Allocate workers' compensation costs to business units

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Philip E. Goldsmith, CSP, ARM, FASSP

**Date(s):** Sunday, February 16, 2020

## Lean Six Sigma Tools for Safety Professionals

**Description:** Explore lean six sigma tools that you can apply to existing occupational safety and health (OSH) programs and projects. Develop skills to use these tools as a framework to develop OSH management programs.

**You need to bring your own laptop to participate in this course.**

### Learning Objectives:

- Use appropriate terminology and lean six sigma tools to implement OSH improvement programs
- Utilize lean six sigma tools for existing operations and process improvements
- Effectively implement lean six sigma techniques
- Evaluate and prioritize risk and analyze risk reduction case studies
- Utilize operational excellence methodology
- Identify operational value factors used to support business decisions
- Align safety and health interventions with business goals and objectives
- Use an applications program supporting lean six sigma OSH analysis

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Georgi Popov, Ph.D., CSP, QEP, ARM, SMS, ASP, CMC

**Date(s):** Monday, February 17, 2020

## Using Existing Safety Programs to Address Serious Injuries and Fatalities

**Description:** Many organizations are creating new infrastructure to address serious injuries and fatalities (SIFs). Before reinventing the wheel, assess how you can modify existing programs to address these issues without creating more structure. One reason SIFs have not declined in proportion to less severe incidents is the failure of existing efforts to adequately identify and address them. Analyze how to add SIF thinking to what you are already doing in safety before developing new programs.

### **Learning Objectives:**

- Describe the nature of SIFs and how they have escaped traditional safety efforts
- Examine existing safety efforts that you could use to address SIFs
- Review how other organizations have used this thinking to reduce SIFs

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Terry L. Mathis

**Date(s):** Tuesday, February 18, 2020

## Leveraging the New View to Operationalize Serious Injury and Fatality Prevention

**Description:** Via real case examples, learn how organizations apply principles of the new view of safety to address their most serious events. This shift in thinking will begin your journey to understanding how verification and validation processes are successfully applied to working conditions that combine two of the top 10 most hazardous workplaces in the U.S. When properly designed and deployed, this effort will positively impact the complexity around serious injuries and fatalities (SIFs). This process is based on the principle that more rules will not make workers safe because the work is complex, there is no one-size-fits-all solution and it is impossible to identify and track everything that can fail. That's why safety professionals should manage controls, not react to failure (incidents).

### **Learning Objectives:**

- Develop an understanding about why traditional methods for addressing industrial incidents do not apply to SIFs
- Establish a deeper consideration on how essential controls are established and more importantly how they are verified in the field
- Present scenarios to shift thinking from "stop work" to "start when certain"
- Demonstrate current trends within the industry
- Identify barriers to existing methodologies that often prevent long-term improvement
- Discuss solutions you can use to address SIFs

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Todd R. Hohn, CSP; Cary P. Usrey Sr.

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## Safeguarding Employees Who Work Alone

**Description:** Most modern organizations have employees who work alone, without readily available assistance, or who travel alone, with no routine interaction with the public. While OSHA regulates many activities that cannot be performed alone, no current OSHA or U.S. consensus standard addresses safeguarding lone employees, although other countries, notably Canada, have lone worker laws. Perform a risk analysis, explore OSHA's expectations and explore laws of other countries to help your organization develop an effective system for safeguarding your employees.

### Learning Objectives:

- Identify employees who face a risk of working alone
- Develop and implement a management system to safeguard those who work alone
- Select an appropriate level of monitoring for employees who work alone

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** David F. Coble, CSP

**Date(s):** Saturday, February 15, 2020

## Techniques for Hazard Recognition

**Description:** Employees in the field need effective hazard recognition tools to use before they start a job or task to identify both conditions and practices that present beyond acceptable risk. In-class exercises will help you understand the multi-layered approach to hazard recognition and enable you to practice techniques for three key layers: 1) Plan jobs and tasks with tools such as work permits and pre-job task analysis. 2) Conduct formal hazard assessments such as job safety analysis, safety huddles and walk arounds. 3) Perform final safety checks such as looking for differences, looking for out-of-plain-view hazards, and inspecting the tools and equipment that will be used.

### Learning Objectives:

- Develop effective techniques for each of the three separate layers of hazard recognition: planning, formal assessments, final safety checks.
- Improve the ability of field employees to identify both unsafe conditions and potential unsafe actions before the task or job starts.
- Teach employees up to 80 different clues that indicate a higher incident potential.

**Level:** Beginner

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** David F. Coble, CSP

**Date(s):** Sunday, February 16 – Monday, February 17, 2020

## Safety and Technology

**Description:** Some current occupational safety and health (OSH) risks did not exist 20 years ago—and some did not exist last week! The safety profession is affected by rapid technological advances, so prepare to “geek out” while learning about and discussing the implications of interactive checklists, smart devices, wearable sensor technology, big data management, machine learning, artificial intelligence, infrared cameras, smart PPE, 3D printing, holographic training, robotics and drones. **You need to bring your own laptop to participate in this course.**

### Learning Objectives:

- Discover the new technology that could disrupt or assist safety activities
- Use technology to identify hazards and create checklists
- Discuss the implications of technology on workplace safety
- Develop a plan to prepare for the challenges created by emerging technology

**Level:** Beginner, Intermediate, Advanced

**Track:** Safety Management Systems

**Length:** 1 Day

**CEUs:** 0.7

**Instructor(s):** Georgi Popov, Ph.D., CSP, QEP, ARM, SMS, ASP, CMC

**Date(s):** Tuesday, February 18, 2020

## Balanced Scorecard for Safety

**Description:** Safety professionals and organizational leaders search for leading indicators to move safety from reactive to proactive. Often, however, what we call leading indicators do not directly impact the lagging indicators. A series of performance aspects form a chain of impact that eventually affects lagging indicators. The best way to understand this chain is through a balanced scorecard for safety. Discuss what this is and build skills to develop one for your organization.

### Learning Objectives:

- Understand the nature of serious injuries and fatalities (SIFs) and how they have escaped traditional safety efforts
- Examine existing safety efforts that could be used to address SIFs
- Explore how other organizations have used this thinking to reduce SIFs

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Terry L. Mathis

**Date(s):** Wednesday, February 19, 2020

## The Four Core Components of Safety Excellence

**Description:** Organizations that have achieved world-class excellence in safety often have four factors in common: 1) a comprehensive safety strategy; 2) a coaching-focused management and supervisory style; 3) good employee engagement; and 4) direct measures to shape the safety culture. Explore each component, define the steps necessary to accomplish each, and review case studies from organizations that have been successful in one or all components.

### **Learning Objectives:**

- Examine existing safety efforts that these four opportunities can improve
- Transform leadership thinking from programmatic to strategic
- Demonstrate the power of coaching in achieving continuous improvement in safety
- Describe how safety culture can be improved incrementally
- Explore the three levels of employee engagement and demonstrate how to accomplish any or all of them

**Level:** Advanced

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Terry L. Mathis

**Date(s):** Thursday, February 20, 2020

## A New View of Employment Law for Safety Professionals

**Description:** Safety professionals often encounter employment law dilemmas. Review how employment law issues affect the safety profession and build knowledge and skills to minimize associated legal risks. Explore topics such as the Americans With Disabilities Act, the Family and Medical Leave Act, retaliation risks associated with workers who are injured and/or exercise occupational safety rights, age discrimination, and various torts related to managing safety and security. Develop an understanding of workplace safety implications related to the expanding legalization of marijuana, drug testing policies and practices, and explore how your organization can protect information through attorney-client privilege.

### **Learning Objectives:**

- Identify legal concerns associated with managing worker safety
- Critically examine safety-related employment policies and practices (e.g., employee physicals, workers' compensation claims, incident investigations, drug testing) and identify associated legal risks and exposures
- Strategically prescribe proactive measures to minimize liabilities
- Effectively communicate with internal and external legal counsel when safety-related employment law issues and disputes arise

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Barry S. Spurlock, J.D., CSP

**Date(s):** Saturday, February 15 – Sunday, February 16, 2020



## Creating Line Management Safety Leadership

**Description:** Maximizing safety performance excellence can only be accomplished when line managers accept and own the safety responsibility. This course will assist safety professionals and practitioners in their efforts to create an environment where their role and the role of the line management team can be enhanced to produce safety performance excellence.

### **Learning Objectives:**

- Learn to train line managers on the techniques they must use to effectively execute their safety responsibilities
- Gain knowledge to implement a strategy to help your organization improve its safety culture
- Understand how to take steps toward achieving safety performance excellence based on the critical elements necessary for reaching this goal
- Practice common and contemporary safety management approaches and work toward achieving senior management commitment to safety

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Samuel J. Gualardo, CSP, FASSP

**Date(s):** Monday, February 17 – Tuesday, February 18, 2020

## Business Continuity Planning

**Description:** Business continuity planning aims to safeguard employees, on-site contractors, visitors and surrounding communities during a disaster, and to ensure prompt recovery of critical business processes and systems to protect customers and other users of an organizations' products and services. It encompasses three phases: planning, activation and recovery. We focus specifically on the planning and activation phases, and cover options for needs assessments, preparing plans, organizing the team(s), practice and assessment, and event management and communication.

### **Learning Objectives:**

- Identify the elements of a business continuity program and understand the need for concise, up-to-date documentation
- Develop and outline program elements appropriate to your organization
- Use techniques to engage employees and generate participation
- Practice communication skills appropriate for crisis situations
- Realize the value and limitations of business continuity planning

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Alan J. Leibowitz, CSP

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## Developing a System Approach to Risk and Safety

**Description:** An organization is in business to make a profit, but risk and safety issues can diminish the return it receives if these issues aren't addressed in a systematic way. That's why an organization must implement key elements of risk and safety systems: management leadership (organizational culture), employee involvement, planning, implementation and operations (hazards and risk assessment), evaluation of performance for corrective action and a management review process. Even if an organization's system has all the required elements, its performance can still improve. Learn how to analyze underperforming aspects of your organization's system.

### **Learning Objectives:**

- Evaluate your organization's commitment to risk and safety and determine why it is performing below expectations
- Assess the roles management and employees play in risk and safety performance in terms of their responsibility, authority and accountability
- Analyze how well the elements of the organization's system are achieving results
- Determine whether the incident reporting and investigation process is identifying real issues
- Evaluate your organization's survey/audit process and the results for management effectiveness
- Develop a plan to improve underperforming areas in an organization's risk and safety system

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Joel N. Tietjens, CSP, CSHM, FASSP

**Date(s):** Saturday, February 15, 2020

**Instructor(s):** Victor M. Toy, CSP, CIH

**Date(s):** Sunday, February 16 – Tuesday, February 18, 2020

## Implementing ISO 45001 Course

**Description:** Through a blended learning approach, develop the knowledge and confidence to successfully implement an occupational health and safety management system (OHSMS) as an integral part of your organization's overall business operations and objectives. Organizations that adopt the standard as part of their business practices, goals and objectives can better protect their workers, brand reputation, supply chain and future growth on a global level. Your registration includes a copy of ISO 45001-2018.

### **Learning Objectives:**

- Create a compelling story around developing and implementing an ISO-45001-compliant OHSMS
- Explain the importance and value of implementing an OHSMS following the ISO 45001 standard
- Define key terminology and guidelines related to the implementation of the ISO 45001 standard
- Navigate the ISO 45001 standard and its main sections
- Assess performance of your OHSMS, leveraging the success factors listed in the standard to continuously improve the process
- Translate knowledge gained into an actionable plan for initiating your own OHSMS development and implementation

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Kenneth A. Clayman, SMS

**Date(s):** Sunday, February 16 – Tuesday, February 18, 2020

## Psychological Health and Safety in the Workplace Based on ISO 45001

**Description:** Using the framework presented in ISO 45001-2018, explore people-centered organizational cultures that lead to open communication, high levels of trust and better organizational alignment. Such cultures can lead to higher productivity and profitability, enhance communications and elevate corporate social responsibility. In addition, examine key elements of a psychologically healthy workplace and how this approach can help your organization improve safety, engagement and quality. We will also discuss legal implications, metrics and potential cost savings.

### **Learning Objectives:**

- Define a psychologically healthy workplace
- Understand the relationships between a psychologically healthy workplace and an employee-centered safety culture
- Identify the seven elements of an employee-centered safety culture
- Determine the cultural factors and competencies most important in creating an employee-centered safety culture in a high-performing organization
- Leverage occupational safety and health, health improvement strategies and a psychologically healthy workplace to mitigate risk and drive creativity and innovation
- Describe the importance of leadership and the impact of core values
- Define metrics and measures for success for a psychologically healthy workplace
- Determine compliance measures for psychologically healthy workplaces aligned with regulatory and confidentiality requirements
- Learn how to integrate culture and climate into the strategic planning process and corporate social responsibility
- Apply psychologically healthy workplace processes to drive competitive advantage

**Level:** Intermediate, Advanced

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Jeanette M. Black, RN, Ed.D., SPHR-SHRM-SCP

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## Systems Thinking: Avoid Creating Tomorrow's Problems With Today's Solutions

**Description:** Without systems thinking, inspections and audits often fail to identify factors that lead to injuries and illnesses. Well-intentioned efforts to improve individual parts of the system, such as inspections, investigations and measurement, often fall short of expectations and produce unintended consequences that

create new problems. Learn how to apply systems thinking to the interdependence of system parts to enhance your ability to identify points of high leverage.

**Learning Objectives:**

- Identify your organization's assumptions and mental models that significantly impact its occupational safety and health (OSH) efforts
- Recognize the interdependence of parts of OSH systems
- Plan improvement actions that focus on the whole system
- Develop strategies to develop systems thinking and apply those practices to your management system

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** James C. Howe, CSP

**Date(s):** Saturday, February 15, 2020

## Implementing an ANSI/ASSP Z10 Management System Based on the New View of Safety

**Description:** Management systems are a powerful tool to continuously improve your occupational safety and health (OSH) effectiveness. Implementing ANSI/ASSP Z10 increases organizational communication and alignment by challenging long-held assumptions and replacing them with factors that lead to success. Designing system elements that fit together based on an organization's characteristics leads to improvement. Safety emerges from the interaction of system elements such as leadership, employee engagement and planning, rather than the quality of each element taken separately. Your registration includes a copy of ANSI/ASSP Z10.

**Learning Objectives:**

- Apply new-view concepts—a systems-thinking approach to safety and health
- Recognize employees as a source of safety resilience
- Implement processes to learn from failures and successes to improve operational and organization performance
- Use systems thinking to maximize effectiveness when establishing and implementing a management system
- Integrate elements of the ANSI/ASSP Z10 standard with other systems such as ISO 9001, 14000 and 45001, OSHA's Voluntary Protection Programs and OSHA's Process Safety Management standard
- Align the standard with your organization's sustainable growth and social responsibility initiatives

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** James C. Howe, CSP

**Date(s):** Sunday, February 16, 2020

## Internal OHSMS Auditing Using ISO 45001

**Description:** Examine ISO 45001-2018 from an auditor's perspective. Review components of an effective internal audit program and discuss steps necessary to plan for and complete internal occupational health and safety management system audits. Learn how to document nonconformance findings, understand how to assess adequacy and effectiveness of corrective actions, and learn how to evaluate the adequacy, suitability and effectiveness of the internal audit program. As a result, you will develop a solid understanding of audit programs and processes and know how to complete an OHSMS audit. Your registration includes a copy of ISO 45001-2018.

### **Learning Objectives:**

- Use tools to develop an OHSMS internal auditing program
- Plan and complete internal OHSMS audits
- Assess and improve your organization's OHSMS based on ISO 45001

**Level:** Intermediate

**Track:** Safety Management Systems

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Kenneth A. Clayman, SMS

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## RISK

### Risk Assessment Course (Section 1)

**Description:** Risk assessment is a dynamic process that enables occupational safety and health (OSH) professionals to proactively manage workplace risks. An effective risk assessment helps an OSH professional identify potential hazards that may not have been found another way and implement preventive measures. Review three main areas of a risk assessment: hazard identification, risk analysis and risk evaluation.

### **Learning Objectives:**

- Implement the steps of the risk assessment process
- Conduct a risk assessment leading to the identification and prioritization of your organization's hazards and controls
- Influence management to support risk reduction plans and efforts
- Measure the effectiveness of the risk assessment process and outcomes to support your organization's objectives

**Level:** Intermediate

**Track:** Risk

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Pamela J. Walaski, CSP

**Date(s):** Saturday, February 15 – Monday, February 17, 2020

## Risk Assessment Course (Section 2)

**Description:** Risk assessment is a dynamic process that enables occupational safety and health (OSH) professionals to proactively manage workplace risks. An effective risk assessment helps an OSH professional identify potential hazards that may not have been found another way and implement preventive measures. Review three main areas of a risk assessment: hazard identification, risk analysis and risk evaluation.

### **Learning Objectives:**

- Implement the steps of the risk assessment process
- Conduct a risk assessment leading to the identification and prioritization of your organization's hazards and controls
- Influence management to support risk reduction plans and efforts
- Measure the effectiveness of the risk assessment process and outcomes to support your organization's objectives

**Level:** Intermediate

**Track:** Risk

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Paul A. Esposito, CSP, CIH

**Date(s):** Monday, February 17 – Wednesday, February 19, 2020

## Creating and Maintaining an Effective Risk Assessment Team

**Description:** Become a better leader of your organization's risk management process by developing and delivering training to your risk assessment teams (internal and external). Learn to identify relevant stakeholders for the process, develop customized training content, understand typical barriers to initiating the risk assessment process following training and determine ongoing team training needs.

### **Learning Objectives:**

- Describe the risk management framework of ANSI/ASSP Z690.3 (ISO 31010) along with the critical role risk assessment teams play in the process
- Describe the key internal and external stakeholders critical to the risk assessment approach in your organization
- Develop a customized training curriculum and matrix for your organization's risk assessment team(s)
- Identify the four typical barriers that develop in risk assessment teams when initial assessments are performed, and describe methods to address those, including interventions during risk assessment, retraining or individual coaching

**Level:** Intermediate

**Track:** Risk

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Pamela J. Walaski, CSP

**Date(s):** Tuesday, February 18, 2020

## Risk Communication: A Journey From OSH Hazard Identification to Enterprise Risk Management

**Description:** Develop foundational knowledge you can use to identify occupational safety and health (OSH) hazards, assess risk, and use risk management and enterprise risk management (ERM) tools. Learn through detailed case studies that use OSH hazard identification and risk management tools to select the best safety intervention. The model is based on the ISO 31000 (risk management) and ISO 45001 (safety management systems) standards. In addition, we will practice incorporating prevention through design tools to develop a business case for OSH intervention. **You need to bring your own laptop to participate in this course.**

### Learning Objectives:

- Practice various hazard identification, risk assessment, risk management and ERM tools
- Apply risk management tools to assess existing operations and identify process improvements
- Identify operational value factors used to support business decisions
- Evaluate OSH project improvements and opportunities to incorporate safety into the business decision-making process
- Evaluate risk prioritization concepts and identify risk reduction opportunities to effectively manage risk
- Align OSH interventions with business goals and objectives for effective integration into ERM
- Use an applications program to bring OSH hazards identification into the ERM process

**Level:** Advanced

**Track:** Risk

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Georgi Popov, Ph.D., CSP, QEP, ARM, SMS, ASP, CMC

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## Risk Management for the Safety Professional

**Description:** Risk management is a critical part of every organization's management processes. Following sound risk management principles can propel progress toward safety goals. Develop an understanding of the risk management process and learn how to better integrate safety programs with your organization's risk management function. Develop familiarity with the financial and operational tools that help align safety with organizational goals and objectives.

### Learning Objectives:

- Prioritize your organization's pre-loss and post-loss objectives
- Identify and analyze liability, property and net income exposures and their impact
- Describe the link between incidents/loss experience and the cost of insurance, retention and risk transfer mechanisms
- Apply the risk management process to tactical and strategic issues

**Level:** Intermediate

**Track:** Risk

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Philip E. Goldsmith, CSP, ARM, FASSP

**Date(s):** Saturday, February 15, 2020

## Essential Risk Assessment Tools

**Description:** We examine foundational risk assessment tools for hazard identification, modify risk assessment tools and apply risk reduction concepts. **You need to bring your own laptop to participate in this course.**

### **Learning Objectives:**

- Identify risk assessment concepts
- Define the hazard analysis and risk assessment process
- Use qualitative and semiquantitative risk assessment tools
- Evaluate various risk assessment methodologies

**Level:** Beginner

**Track:** Risk

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Georgi Popov, Ph.D., CSP, QEP, ARM, SMS, ASP, CMC

**Date(s):** Sunday, February 16, 2020

## Bowtie Risk Assessment

**Description:** ISO and ANSI/ASSP standards list bowtie analysis as a simple diagrammatic way to describe and analyze the pathways of a risk from hazards to outcomes. The method identifies the activities that keep a control working and who is responsible for a control. You can also use it to effectively analyze whether hazards are managed to an acceptable level (widely known as ALARP). If you are looking to add rigor in your risk assessment process, bowtie analysis can help you link causal relationships in high-risk scenarios.

### **Learning Objectives:**

- Use the bowtie risk assessment methodology
- Determine control strategies for prevention and recovery (when controls do not work)
- Integrate the hierarchy of controls to semiquantitatively verify risk reductions

**Level:** Intermediate

**Track:** Risk

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Paul A. Esposito, CSP, CIH

**Date(s):** Thursday, February 20, 2020

## Prevention Through Design

**Description:** Explore the concept of prevention through design (PTD) as defined ANSI/ASSP Z590.3. Review the purpose of PTD, examine the standard's content and various design approaches, and learn how to present a PTD system to management. Learn via real-world incidents and examples that cover not just worker injuries, but also property damage and the effects on an organization. Your registration includes a copy of ANSI/ASSP Z590.3-2011(R2016), Prevention Through Design Guidelines for Addressing Occupational Hazards and Risks in Design and Redesign Processes.



**Learning Objectives:**

- Define the principles and rationale behind PTD
- Recognize your role on a design team
- Use various design approaches for PTD

**Level:** Intermediate

**Track:** Risk

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** C. Gary Lopez, M.S., CSP, FASSP

**Date(s):** Sunday, February 16 – Monday, February 17, 2020

## Manage Risk, Not Safety

**Description:** Modernize how you manage risk in your organization using a risk-managed approach rather than traditional regulatory management. Practice using different metrics to measure success, apply the systems management approach and explore the expanded risk universe, including areas such as insurance and security.

**Learning Objectives:**

- Shape your role as a manager of risk
- Select and use new metrics for risk management
- Define the concepts of risk and loss
- Apply a systems management approach to more effectively manage risk
- Create development cycle for business planning

**Level:** Intermediate

**Track:** Risk

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** C. Gary Lopez, M.S., CSP, FASSP

**Date(s):** Tuesday, February 18, 2020

## Perfecting the Root-Cause Analysis and Job Hazard Analysis Processes

**Description:** Root-cause analysis and job hazard analysis (JHA) are foundational safety processes that most organizations perform, but few do so with excellence. Review the critical components of the processes and assess how well your team is leveraging these important activities.

**Learning Objectives:**

- Facilitate and use several different root-cause analysis techniques
- Determine and effectively implement corrective and preventive actions
- Recognize hazards and controls for a variety of processes, equipment and job sites
- Implement a step-by-step JHA process and align it with your organization's safety management system

**Level:** Intermediate

**Track:** Risk

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Chip Steensma

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## Electrical Safety I: Basic Principles

**Description:** Develop knowledge of the fundamental principles of electrical safety, specifically the engineering controls required to protect workers to voltages greater than 50 V. Discuss OSHA's top 10 electrical safety violations, and review the National Electrical Code (NEC, 2017 edition) and other NFPA electrical safety standards.

### Learning Objectives:

- Describe engineering design requirements and safeguards necessary to protect workers
- Discuss the basic principles of electricity, including basic circuitry and electrical units
- Identify hazards of electricity to the human body
- Mitigate electrical hazards based on OSHA's leading citations for electrical safety

**Level:** Beginner

**Track:** Risk

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Paul A. Zoubek, CSP, CIH, SMS

**Date(s):** Saturday, February 15, 2020

## Electrical Safety II: Electrical Safe Work Practices With Application of NFPA 70E (2018 Edition) Risk Assessment and Control

**Description:** Participate in an in-depth, comprehensive overview of electrical safe work practices, procedures, risk assessment and risk reduction techniques outlined in the 2018 edition of NFPA 70E. You will receive a copy of NFPA 70E, Standard for Electrical Safety in the Workplace (2018 edition) and learn how to interpret code requirements as they apply to energized electrical work situations.

### Learning Objectives:

- Understand NFPA 70E as a best-practice standard
- Evaluate worker protection measures in accordance with the hierarchy of controls
- Employ safety-related work practices for energized systems
- Implement risk assessment procedures outlined in the 2018 edition of NFPA 70E

**Level:** Intermediate

**Track:** Risk

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Paul A. Zoubek, CSP, CIH, SMS

**Date(s):** Sunday, February 16 – Monday, February 17, 2020

## Principles of Machine Safeguarding

**Description:** Assessing risk and implementing engineering controls are essential to protecting workers against machine hazards. Learn how to perform a machine safeguarding risk assessment using ANSI B11 and how to implement engineering control methods to achieve acceptable risk.

### **Learning Objectives:**

- Identify types of machine hazards to recognize the need for risk assessment
- Use the ANSI B11 hands-on approach to identify and correct hazards
- Implement a risk assessment protocol used globally by companies
- Provide guidance on machine safeguarding control methods under ANSI and OSHA recommendations to achieve acceptable risk to employees and machine operators
- Employ safeguarding methods using guard and device options

**Level:** Beginner

**Track:** Risk

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Paul A. Zoubek, CSP, CIH, SMS

**Date(s):** Tuesday, February 18, 2020

## LeadSAFE: Leadership-Based Safety and Risk Management Process

**Description:** LeadSAFE is an innovative, leadership-based safety and risk management process that engages organizational leadership, managers, supervisors and workers in simple, time-sensitive safety and risk management activities. The activities produce tangible and measurable results, leading to immediate and sustained safety culture improvement. Tens of thousands of leaders, managers, supervisors and occupational safety and health professionals have completed this course in organizations globally. Developed and implemented over the course of 40 years, this proven process will change the way your organization protects workers and its bottom-line profitability.

### **Learning Objectives:**

- Operationalize best-in-class safety and risk management system tools to meet and exceed existing safety and risk management consensus standard requirements
- Explore key methods for assessing the existing safety and risk management culture to determine strengths, weaknesses and barriers to excellence
- Analyze critical concepts understood and accepted by organizations that attain and sustain performance excellence
- Define the five reasons organizations improve their existing culture
- Apply LeadSAFE tools at the worker, supervisor, manager and process levels

**Level:** Intermediate

**Track:** Risk

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Samuel J. Gualardo, CSP, FASSP

**Date(s):** Wednesday, February 19 – Thursday, February 20, 2020

## FALL PROTECTION / CONSTRUCTION / HAZARDS

### Effective Fall Protection Programs

**Description:** Expand your knowledge of fall protection in accordance with the ANSI/ASSP Z359 family of standards related to fall protection program management and system use. Learn through hands-on exercises how to best make the critical decisions required to protect workers at height.

**Learning Objectives:**

- Conduct fall hazard assessments
- Develop skills to make appropriate decisions to reduce injuries on walking/working surfaces, ladders, roofs, aerial lifts and scaffolds
- Identify elimination and control methods and develop use and rescue procedures
- Implement horizontal and vertical lifelines, and designate appropriate fall protection anchorages

**Level:** Intermediate

**Track:** Fall Protection

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Thomas E. Kramer, P.E., CSP

**Date(s):** Saturday, February 15 – Sunday, February 16, 2020

### Managed Fall Protection Course

**Description:** This required course for ASSP's Managed Fall Protection Certificate Program is based on the responsibilities of a fall protection program administrator as defined in ANSI/ASSP Z359.2-2017, Minimum Requirements for a Comprehensive Managed Fall Protection Program. Your registration includes a copy of ANSI/ASSP Z359.2-2017.

**Learning Objectives:**

- Establish guidelines and requirements for a managed fall protection program
- Eliminate or establish controls for fall hazards
- Develop a fall protection system use and rescue procedure
- Demonstrate the tasks necessary to manage an incident investigation
- Evaluate the effectiveness of a managed fall protection program

**Level:** Intermediate

**Track:** Fall Protection

**Length:** 3 days

**CEUs:** 2.1

**Instructor(s):** Thomas E. Kramer, P.E., CSP

**Date(s):** Monday, February 17 – Wednesday, February 19, 2020

### Fall Hazard Awareness

**Description:** Review applicable regulations and ANSI standards for fall protection in construction. Discuss the elements of a fall protection program and examine recommended means of preventing and protecting people from fall injuries and fatalities.

**Learning Objectives:**

- Identify OSHA regulations and ANSI standards relative to fall prevention and protection
- List elements of a comprehensive fall protection program
- Determine best methods of fall prevention and protection for various construction scenarios

**Level:** Beginner

**Track:** Fall Protection

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Kimlee Lindgren, CHST

**Date(s):** Saturday, February 15, 2020

## Scaffold Hazard Management

**Description:** Develop knowledge and skills to identify specific hazards by type of scaffold, review the roles of competent and qualified persons and define load-carrying capacities. Review assembly and disassembly, scaffold access, platform construction and fall protection. In addition, learn about falling object protection, electrical exposures and training requirements, and explore general do's and don'ts of managing scaffold hazards.

**Learning Objectives:**

- Identify applicable OSHA regulations and ANSI standards for various types of scaffolds
- List various types of scaffolds
- Identify the roles and responsibilities of personnel involved with scaffolds
- Discuss the assembly, inspection and disassembly procedures of scaffolds
- Develop a scaffold management program

**Level:** Intermediate

**Track:** Construction

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Kimlee Lindgren, CHST

**Date(s):** Sunday, February 16, 2020

## Critical Issues in Construction Safety

**Description:** Learn about the most common construction hazards, safety and health programs, hazard communication, personal protective equipment, fire prevention and protection, heavy equipment, traffic control, welding, electrical, scaffolding, training, fall protection and recordkeeping.

**Learning Objectives:**

- Recognize the most common exposures in construction and develop effective solutions
- Define the term "critical" in the construction industry context
- Identify critical issues relative to OSHA standards and to the prevention of injury, illness and fatalities in construction

**Level:** Beginner

**Track:** Construction

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Kimlee Lindgren, CHST

**Date(s):** Monday, February 17, 2020

## Confined Space Assessment, Entry and Rescue

**Description:** OSHA regulates confined spaces in general industry and construction. Develop skills to assess whether spaces require a permit and review proper entry and rescue procedures for confined spaces. Describe how to assess spaces and monitor air, and explain training requirements, ventilation, permits, retrieval and rescue requirements and equipment, contractors and OSHA-required recordkeeping.

### Learning Objectives:

- Determine whether a confined space requires a permit
- Develop confined space entry and rescue procedures
- Create appropriate training for confined space entrants, attendants, entry supervisors and rescue teams
- Select the proper entry and rescue equipment
- Evaluate the ability of your designated confined space rescue team to respond to emergencies

**Level:** Beginner

**Track:** OSH Hazards

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Jay Jamali, CSP, CHCM, CHMM

**Date(s):** Tuesday, February 18, 2020

## Lockout/Tagout (LOTO) A to Z

**Description:** Lockout/tagout (LOTO) is consistently a top 10 citation issued by OSHA. Build your ability to identify equipment that requires LOTO and to develop the required written program and procedures. In addition, develop knowledge and skills to train employees, select LOTO devices and audit the program annually as required by OSHA 29 CFR 1910.147.

### Learning Objectives:

- Develop equipment specific LOTO procedures
- Train employees on LOTO
- Audit the LOTO program
- Identify equipment that needs LOTO as compared to equipment-specific LOTO

**Level:** Beginner

**Track:** OSH Hazards

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Jay Jamali, CSP, CHCM, CHMM

**Date(s):** Wednesday, February 19, 2020

## GLOBAL / INTERNATIONAL

### Managing Safety and Health

**Description:** Explore the basic needs of managing safety and health with a global perspective and develop skills to analyze the best practices of global leaders in occupational safety and health (OSH) management. Learn through discussion, case studies and activities effective methods to implement, manage and measure a successful global OSH program within your organization.

**Learning Objectives:**

- Design, implement and manage a leading safety and health process
- Apply global best practices to identify and reduce safety risks
- Evaluate the impact of OSH risks
- Integrate safety and health processes into business functions
- Develop measurement systems to achieve optimal OSH performance

**Level:** Intermediate

**Track:** Global/International

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Kenneth W. Wengert, CSP, ARM

**Date(s):** Saturday, February 15 – Sunday, February 16, 2020

### Implementing a Safety and Health Management System

**Description:** Examine different safety management systems to identify the most appropriate system for your organization, with a focus on systems that are applicable to global organizations.

**Learning Objectives:**

- Analyze systems applicable to occupational safety and health
- Select the most appropriate system for your organization's needs
- Implement a safety management system

**Level:** Intermediate

**Track:** Global/International

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Kathy A. Seabrook, CSP, CFIOSH, EurOSHM, FASSP

**Date(s):** Monday, February 17, 2020

### International Standards and Legal Requirements for Safety Management

**Description:** Explore the regulations, standards and legislation that pertain to occupational safety and health (OSH) in your country. Review case studies to analyze the impact of the legal requirements in various regions of the world.

**Learning Objectives:**

- Recognize applicable statutes, regulations and industry standards
- Identify and follow international legal requirements
- Identify international laws for OSH management
- Navigate legal requirements to mitigate risk

**Level:** Intermediate

**Track:** Global/International

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Kenneth W. Wengert, CSP, ARM

**Date(s):** Tuesday, February 18, 2020

## Working Abroad: Far, Far Away But Not Forgotten

**Description:** How you can keep yourself and your staff safe and healthy while working abroad? As a safety professional, you may consider working abroad or need to travel internationally frequently. In addition, your organization may have employees who work or travel abroad, and it is your responsibility to develop a plan to keep them safe. As opportunities to work outside our countries increase, occupational safety and health professionals need to know and understand several concepts to truly embrace safety without borders.

**Learning Objectives:**

- Recognize your duty of care for employees who work or travel abroad
- Discuss and examine the hazards and risks of global travel
- Apply the components of a good travel management program

**Level:** Intermediate

**Track:** Global/International

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Eldeen E. Pozniak, CRSP, CMIOSH

**Date(s):** Wednesday, February 19, 2020

## Cultural Competency Strategies

**Description:** In our globally connected workplace, understanding the different cultures with which we interact affects our ability to lead, manage and work. Explore how cultures get business done and how you can work most effectively with your international counterparts. Learn the spoken and unspoken rules of business in different parts of the world, discuss how to create buy-in for corporate policies throughout your global organization and review strategies for creating a high-functioning global team.

**Learning Objectives:**

- Identify cultural norms (business, societal, personal) from various regions of the world
- Transact global business effectively, with limited misunderstanding and social mistakes to achieve intended results
- Transfer corporate culture, including expectations for safety, throughout your organization's global operations



- Use recognized strategies for adapting policies, practices, norms and behaviors to the customs and protocols around the globe

**Level:** Intermediate

**Track:** Global/International

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Kathy A. Seabrook, CSP, CFIOSH, EurOSHM, FASSP

**Date(s):** Thursday, February 20, 2020

## HUMAN PERFORMANCE

### Behavior-Based Safety for Today's Realities

**Description:** Is it time to update your organization's behavior-based safety (BBS) process? Innovations in the past two decades offer more effective ways to implement BBS, achieve higher engagement and produce better performance. Explore new alternatives to traditional BBS administration that can boost your system. If you are new to BBS, develop knowledge about the latest best practices.

**Learning Objectives:**

- Decrease the use of internal resources without compromising effectiveness
- Develop better focus with your observation checklist
- Modify your observation strategy to produce better results
- Conduct more thoughtful analysis of observation data and use it more cohesively in practice
- Communicate your process more effectively to produce employee engagement
- Address the four major issues found within the average BBS process
- Avoid the 10 mistakes that compromise BBS processes

**Level:** Advanced

**Track:** Human Performance

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Shawn M. Galloway

**Date(s):** Saturday, February 15, 2020

### Actively Caring for People's Safety

**Description:** Gain insight on evidence-based guidelines for improving the quality and frequency of safety-related behavior that can benefit worker welfare and life satisfaction. If practiced extensively, these safety/life lessons not only can prevent workplace injuries but also can improve quality of life by reducing interpersonal conflict and bullying, and enhancing work productivity, environmental sustainability and life satisfaction. The four guidelines reflect the applied behavioral science principles of positive reinforcement, observational learning, and behavior-based feedforward and feedback. The subsequent three life lessons are essentially derived from humanism. Thus, "humanistic behaviorism" is the theoretical and empirical foundation of the course content.

## **Learning Objectives:**

- Explain the critical connection between seven life lessons from psychological science and achieving and sustaining an injury-free workplace
- Define the advantages of a success-seeking over a failure-avoiding mind-set
- Distinguish between feedforward and feedback as behavior improvement techniques
- Perform effectively as a behavior-based safety coach for injury prevention
- List and demonstrate five levels of interpersonal listening and explain their relevance to achieving and sustaining an injury-free workplace
- Increase the perception of empowerment and self-motivation for occupational safety within oneself and others
- Define five dispositions that enhance one's propensity to perform actively-caring-for-people behavior and explain how to influence these five person-states

**Level:** Intermediate

**Track:** Human Performance

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Krista S. Geller, Ph.D.

**Date(s):** Sunday, February 16, 2020

## **Advanced Human Performance Techniques for Safety Professionals**

**Description:** Learn a proven way to assess and/or investigate injury or unwanted outcomes related to human nature. In addition to reviewing human performance improvement fundamentals, explore a proven process that defines the facts and context related to why people exhibit behaviors that result in injuries and other unwanted outcomes. **You need to bring your own laptop to participate in this course.**

## **Learning Objectives:**

- Define error, error precursors and error-likely situations
- Explore human performance improvement process
- Define the three performance and error modes
- Review the limitations of human capability
- Assign a cause code and suggest corrective actions

**Level:** Advanced

**Track:** Human Performance

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** T. Shane Bush

**Date(s):** Monday, February 17 – Tuesday, February 18, 2020

## **Cognitive Bias in Safety: Controlling the Consequences**

**Description:** Cognitive biases influence our decision-making by helping us cope with complex situations and limited information. However, some unintended negative consequences of these cognitive biases affect safety management. These beliefs can steer our thinking toward alignment with past similar experiences, which can

cause us to underestimate risks and overestimate the ability of our safety systems to manage hazards. Learn how to reset your thinking and mitigate the damaging effects of cognitive bias.

**Learning Objectives:**

- Determine whether cognitive biases are a risk factor in your workplace
- Shape safety perceptions within your organization
- Isolate the biases that enter into safety decision-making
- Mitigate losses through the application of more accurately perceived risks and hazards

**Level:** Advanced

**Track:** Human Performance

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Donald K. Martin, CSP, CIH

**Date(s):** Wednesday, February 19, 2020

## Human and Organizational Performance

**Description:** Explore how to move your organization from the traditional blame-and-punish model to the progressive learn-and-improve model. In addition, review how to move away from investigative interviewing techniques and engage operational learning teams to better involve workers following an event. Learn by engaging in group discussions about human error and building in error tolerance.

**Learning Objectives:**

- Explore the concept of human error
- Define performance modes
- Respond better to failure
- Create operational learning
- Focus on reliability and resilience

**Level:** Intermediate

**Track:** Human Performance

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Bob Edwards

**Date(s):** Thursday, February 20, 2020

## LEADERSHIP DEVELOPMENT

### Servant Leadership

**Description:** Servant leadership is a powerful method for producing better results than possible under a command-and-control leadership model. Explore the differences between leading from a position of power and leading from a position of authority. Examine ways to gain authority by working for employees to garner loyalty and respect, while also exploring how a servant leader can balance both characteristics to create meaningful relationships with employees and colleagues.

**Learning Objectives:**

- Identify the characteristics of servant leadership
- Conduct a self-assessment using a skills inventory and develop a plan to capitalize on strengths and improve weaknesses
- Develop leadership skills based on the three Fs: foundation, feedback and friction

**Level:** Advanced

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Mark D. Hansen, P.E., CSP, CPE, CPEA, FASSP

**Date(s):** Saturday, February 15, 2020

## Leading for Impact

**Description:** Safety professionals today must support employees from different generations, cultural and socio-economic backgrounds, and adapt to the influx of technology and data. With an accelerated pace of change, how do safety professionals move from compliance to impact-based leadership? Using the CliftonStrengths® assessment, identify and explore your own strengths and examine how you can leverage the strengths of others you lead to improve performance. Your registration includes a personalized assessment that you will complete before class (**pre-registration encouraged**).

**Learning Objectives:**

- Apply CliftonStrengths® to gain buy-in and maximize results
- Recognize how meaningful conversations build trust
- Understand how to motivate action
- Create a personal vision for leading through influence

**Level:** Beginner, Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Jennifer McNelly

**Date(s):** Sunday, February 16, 2020

## Coaching to Improve Safety and Health Performance

**Description:** Coaching can dramatically increase the service and value you bring to your organization and provide a different framework to get the best performance from others. Coaching involves the ability to help an individual (employee or leader) change their behavior. This changed behavior, particularly among leaders, translates into improved organizational results. By understanding coaching skills and how to apply them, you will dramatically improve your role in influencing others. Discover what it means to be a coach and explore how to use your skills and knowledge to transform others and transition from "safety cop" to true organizational partner.

**Learning Objectives:**

- List the five components for a coaching process
- Explain the differences between inquiry versus advocacy in coaching
- Describe various ways to build rapport

- Explain the three types of active listening: mirroring, paraphrasing and drawing people out
- Differentiate between open-ended, close-ended and inquiry questioning
- Demonstrate how to reframe a behavior or concept

**Level:** Advanced

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Katherine A. Hart, Ed.D.

**Date(s):** Sunday, February 16, 2020

## The Power of Influence

**Description:** As safety professionals, committee members and supervisors, we are always trying to get someone to do or believe in something when it comes to safety. How do we make that happen? By our influence. Review the biggest indicators of influence—reciprocity, scarcity, authority, consistency, social proof and liking—and explore how you can use them to make a difference.

### **Learning Objectives:**

- Discuss how to use influence to accomplish important organizational goals
- Review power and influence dynamics
- Practice aspects of power and influence to better share the safety message and get action done more effectively

**Level:** Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Eldeen E. Pozniak, CRSP, CMIOSH

**Date(s):** Monday, February 17, 2020

## Building a High-Performing Team Using Strengthscope™

**Description:** Strengthscope® is a strengths assessment that measures your work-related strengths. These underlying characteristics energize you and enable you to achieve your best performance at work. Learn more about your strengths and how you can use this tool to build a passionate, motivated team. Your registration includes a personalized assessment that you will complete before class (**pre-registration encouraged**).

### **Learning Objectives:**

- Discover what energizes you and how you can use that to maximum effect in your work
- Learn how to utilize your team members' strengths and weaknesses
- Discuss how to use strength-finding tools that enhance recruitment and training

**Level:** Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Patricia M. Ennis, CSP, ARM; Jennifer McNelly

**Date(s):** Tuesday, February 18, 2020

## Strategic Thinking for Excellence in Safety

**Description:** Strategic thinking is a vital characteristic of any leader. Organizations view strategic thinking as a highly desired skill for corporate leaders. Develop skills to achieve greater consciousness in your thinking, which sets the stage for you to be a more proactive, creative and successful leader within your organization.

### Learning Objectives:

- Enhance organizational productivity and performance
- Use creative thinking techniques to increase your ability to approach challenges and opportunities in new ways
- Identify barriers to effective decision making
- Elevate decision-making from tactical to strategic

**Level:** Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Patricia M. Ennis, CSP, ARM

**Date(s):** Wednesday, February 19, 2020

## Gender and Diversity: Why They Are Important to Your Safety Culture

**Description:** Understand how gender, diversity and inclusion, all of which are top-of-mind topics in most organizations, can affect workplace safety. Explore effective methods to overcome barriers to inclusion and discuss opportunities that a diverse workforce presents to engage more workers in improving your safety culture.

### Learning Objectives:

- Recognize how organizational policies and practices affect gender and diversity in the workplace.
- Practice coaching techniques that you can use to overcome barriers and build understanding.
- Develop strategies with peers and in groups to respond effectively to common scenarios.
- Practice leadership and coaching skills that you can use to create a foundation of awareness and inclusion.

**Level:** Beginner, Intermediate, Advanced

**Track:** Leadership Development

**Length:** 1 Day

**CEUs:** 0.7

**Instructor(s):** Delaney King

**Date(s):** Thursday, February 20, 2020

## Building Your Brand Identity

**Description:** The term “brand identity” is used in marketing to describe the products and services a business offers. Safety professionals can create their own personal brand to market themselves to their employees,

colleagues and leadership. How you are perceived may affect your development opportunities, promotions, and access to senior leaders and mentors. Your personal brand also can help you improve safety and health initiatives. Leave this course with a solid brand identity and a marketing plan to promote yourself and the safety and health causes you want to champion in your organization.

**Learning Objectives:**

- Identify the various roles you play in your professional and person life and how you may be perceived by others
- Identify key components that make up brand identity
- Develop your own brand identity profile
- Align your outer presence (e.g., how you dress, write, speak) and inner presence (e.g., self-worth, confidence) with your brand identity
- Build a strategic and successful self-marketing campaign

**Level:** Advanced

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Katherine A. Hart, Ed.D.

**Date(s):** Saturday, February 15, 2020

## Level Up: Add World-Class Value, Break Through Your Career Plateau and Earn a Promotion Fast

**Description:** Do you feel stuck in your job or do know you could do more if given the chance? Want more from your career in safety and health? Diagnose common career stalls, discover the top 10 things that every successful occupational safety and health (OSH) professional must know about business, learn three ways to dead-end your career (and how to overcome them), acquire advanced negotiation techniques, and apply the latest in marketing and change management to take both your job performance and career to the next level.

**Learning Objectives:**

- Create a 90-day plan to your career
- Discuss two ways to improve OSH communication
- Describe four ways to improve through coaching
- Calculate return on investment for OSH projects
- Apply a goal framework to your career
- Identify career capital opportunities

**Level:** Intermediate, Advanced

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Joshua J. Franklin, CSP, ARM, CET

**Date(s):** Sunday, February 16, 2020

## Great Leaders Don't Solve Problems

**Description:** Good leaders solve problems, but great leaders prevent problems from happening. The safety profession is about prevention, and safety professionals must be experts in identifying the opportunities that exist in potential problems and preventing the problems that lead to injuries and fatalities. We must apply this knowledge to genuinely add value to our organizations. Explore ways to employ servant-leadership principles and best practices for identifying problems across the various levels in an organization before problems arise.

### **Learning Objectives:**

- Describe how great leaders identify opportunities for improvement
- Explain the most practical ways leadership can influence safety performance
- Identify the single best leadership approach for impacting employee engagement, demonstrating management commitment and developing safety culture

**Level:** Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Barry S. Spurlock, J.D., CSP

**Date(s):** Monday, February 17, 2020

## Safety and Health in Sustainability: Your Line of Sight to the Board Room

**Description:** Over the last decade, disruptive innovations, new business models and products that challenge established practices have drawn attention to the organizational value created by sustainability, particularly as it relates to human capital (workers). Effective occupational safety and health (OSH) management helps people operate work safely, creating value that underpins corporate performance and sustainability. A safe, healthy workforce also enhances an organization's ability to attract and retain workers, which is essential to long-term sustainability. Learn from case studies how to effectively embed sustainability in your company, identify ways to leverage sustainability initiatives to promote safety, describe stakeholder expectations, and understand relevant metrics [including Global Reporting Initiative (GRI) 403]. Please read [this resource](#) to best prepare for our course.

### **Learning Objectives:**

- Demonstrate the value and connectivity between corporate, human capital, sustainability and workplace safety and health performance
- Explore trends in sustainability and stakeholders' expectations and analyze their impact on corporate and OSH decision-making
- Develop a next-steps strategy to influence sustainability with respect to OSH metrics

**Level:** Intermediate, Advanced

**Track:** Leadership Development

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Kathy A. Seabrook, CSP, CFIOSH, EurOSHM, FASSP

**Date(s):** Tuesday, February 18 – Wednesday, February 19, 2020



## Becoming a REAL Leader: Principles and Practices for Accelerating Performance

**Description:** Every organization wants its teams to win and be successful. To create sustainable results, a safety professional must have the skills to move from strategic planning to execution. Explore key leadership and performance skills that will accelerate your team's performance and increase your influence. As a bonus, you will receive a Leadership Library with over 100 leadership resources.

**Learning Objectives:**

- Define the four leadership principles using the acronym REAL
- Discover seven ways to add value that will improve your ability to build relationships
- Identify the seven reasons people fail to equip others
- Recognize three behavioral triggers for creating a positive attitude
- Review the five things leaders should do to build and foster trust

**Level:** Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Mark A. Hernandez, CHST

**Date(s):** Thursday, February 20, 2020

## 7 Insights Into Safety Leadership

**Description:** As an occupational safety and health (OSH) professional, you may wonder how to best partner with senior leaders to develop and implement a highly effective safety improvement strategy. Examine the essential principles that every safety leader needs to understand to develop and execute a strategy that improves safety and supports business improvement generally.

**Learning Objectives:**

- Articulate a compelling business case for improving safety performance by engaging employees and building culture
- Explain why an organization may require a dual strategy for reducing exposure to hazards
- Define and recognize key safety leadership attributes
- Define and recognize two dimensions of culture needed to sustain safety and business improvements
- Partner with senior leaders to create a road map for developing a positive safety culture and sustainable safety improvement

**Level:** Advanced

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Kristen Bell, M.S.

**Date(s):** Saturday, February 15, 2020

## Leadership Techniques to Effect Change

**Description:** A leader's effectiveness can affect any organization's safety culture. Explore proven leadership principles, styles and theories to guide your workforce to better safety performance. Develop leadership techniques to strategically motivate, negotiate with and influence management; align safety roles and responsibilities with your organization's operations; and deal with workplace conflict.

### **Learning Objectives:**

- Employ the leadership skills needed to significantly advance your organization's safety culture
- Leverage the value of safety to enhance safety leadership and ownership across the organization
- Motivate managers and supervisors to support sustainable safety efforts
- Use best practice methodologies to counter managerial push back and disengagement
- Apply effective leadership techniques to reduce conflict

**Level:** Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Samuel J. Gualardo, CSP, FASSP

**Date(s):** Sunday, February 16, 2020

## Establishing Your Place in the C-Suite

**Description:** Your organization's senior management values occupational safety and health (OSH) leadership and will reward it with resources and support. Assess what senior management wants to know about OSH and develop skills to communicate this information to them. Strengthen your connection to the C-suite by developing knowledge of your organization's business goals and senior management's OSH expectations.

### **Learning Objectives:**

- Demonstrate a general understanding of business language and a foundation from which business decisions are made
- Identify the expectations of the C-suite for the OSH process
- Develop, implement and align OSH efforts driven by organizational objectives from the C-suite
- Report on and present OSH data that gain decision-makers attention and involvement

**Level:** Advanced

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** James Boretti, CSP

**Date(s):** Monday, February 17, 2020

## Realizing Your Leadership Potential

**Description:** Some people are born leaders, but if you are not, leadership can be learned. Practice and perfect skills and techniques to achieve better leadership, improve your ability to influence others and even coach others to lead.

**Learning Objectives:**

- Define the power structures that exist in your organization and how they impact leadership growth
- Identify your opportunities for leadership change and improvement
- Demonstrate leadership behavior that will enhance your safety effort
- Use strategies that will influence your workforce to achieve safety goals

**Level:** Intermediate

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Regina C. McMichael, CSP, CET

**Date(s):** Tuesday, February 18, 2020

## Understanding Generational Differences for a More Effective Workforce

**Description:** The workforce in many organizations has people from four generations, ranging from traditionalists to millennials. Misperceptions and stereotypes about these generations can hinder productivity and cause frustration, which can disrupt an effective safety program. Explore how to bridge the generational gap by examining the factors that define and shape each generation's point of view and exposing and dispelling myths. Practice techniques on how best to work with employees from each generation.

**Learning Objectives:**

- Identify the four generations found in contemporary workplaces
- Recall important events and issues that shape each generation's worldview
- Expose and dispel myths and stereotypes
- Practice effective strategies for working with a multigenerational team

**Level:** Beginner, Intermediate, Advanced

**Track:** Leadership Development

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Delaney King

**Date(s):** Wednesday, February 19, 2020

## TRAINING & COMMUNICATION

### eLearning Basics

**Description:** As technology advances and as organizations embrace virtual work, online learning has become more pervasive. Safety professionals whose responsibilities include training and development need to understand how to design and deliver online training. Explore the basics of eLearning including technology and platforms, learning management systems, authoring tools, current trends, engagement methodologies, best practice development tips, online assessments, virtual delivery and more. **You need to bring your own laptop to participate in this course.**

**Learning Objectives:**

- Define eLearning and its various components, trends, benefits and disadvantages
- Describe a learning management system (LMS) and discuss its benefits

- Explore eLearning authoring tools
- Discuss the best methods to engage learners in a virtual environment
- Replace outdated development methodologies with modern approaches
- Prepare a lesson plan using the IDEA model
- Find resources for more information about eLearning

**Level:** Beginner, Intermediate, Advanced

**Track:** Training & Communication

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Delaney King

**Date(s):** Saturday, February 15 – Sunday, February 16, 2020

## Conflict Management and Resolution

**Description:** How many times have you found that a safety issue is actually a conflict that just happens to be about safety? Managing conflict is an expectation of all safety professionals. Explore the nature of conflicts (they can be helpful if approached the right way), what works and what doesn't. Build your knowledge and skills as a communicator and active listener, describe perspective versus perception, and explore the role of human behavior in decision-making. Learn by practicing active listening and participating in discussions and role play.

### **Learning Objectives:**

- Describe the nature of conflicts and its pros and cons
- List several beneficial traits for a conflict manager to have and use
- Compare and contrast perspective and perception as well as human decision-making
- Demonstrate better conflict management skills

**Level:** Intermediate

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Jonathan T. Klane, M.S., CSP, CIH, CHMM, CET

**Date(s):** Monday, February 17, 2020

## Safety: Make It Stick

**Description:** Why can everyone remember an urban legend, a rumor or a story told over dinner, yet leave a safety meeting and not remember the topics discussed? Learn principles of stickiness that you can apply to ensure that your safety communications stick – meaning people will understand and remember it, and it will change something. As safety professionals, we communicate in various ways, yet often struggle to ensure that our information gets attention and resonates. Using these concepts - simple, unexpected, concrete, credible, emotional and stories - you can make your ideas, messages and information stickier and affect desired change.

### **Learning Objectives:**

- Develop awareness and understanding of the stickiness factors
- Explore how concrete and credible concepts help retention

- Apply emotions and stories to strengthen messages and communications

**Level:** Intermediate

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Eldeen E. Pozniak, CRSP, CMIOSH

**Date(s):** Tuesday, February 18, 2020

## The Safety Training Ninja

**Description:** It is hard to be a top-notch safety professional and still find time to deliver great training. Tired of compliance-based lectures, and begging people to come and pay attention? Stop working so hard and work smarter. Become a Safety Training Ninja© who uses the tools like a master and slices through training challenges.

### Learning Objectives:

- Implement different tools to make training easier and more exciting
- Develop learning objectives that meet your company's safety needs and can be proven
- Design and develop effective safety training that your audience enjoys
- Make compliance training interesting and fun again

**Level:** Intermediate

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Regina C. McMichael, CSP, CET

**Date(s):** Wednesday, February 19, 2020

## Technical Writing Skills for the Safety Professional

**Description:** As an occupational safety and health (OSH) professional, you are expected to write, review, edit and update technical documents in your organization. Develop skills to create content for OSH policies, programs and procedures to satisfy regulatory compliance, and apply best practices for all types of workforces. Review technical writing skills and concepts, with in-class workshops to help you practice writing and editing materials.

### Learning Objectives:

- Realize the importance of written communication
- Identify the OSHA regulations that require written programs and procedures
- Explain the difference between policies, programs, procedures, guideline, safety manuals, handbooks and other documents
- Outline and develop content for policies, programs and procedures
- Identify the key principles of technical writing and words and phrases to avoid
- Evaluate written documents currently in place at your organization
- Assess grammar, spelling and punctuation
- Review the best practices for writing effective electronic correspondence (e.g., e-mail)

**Level:** Intermediate

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Cynthia E. Braun, CSP, CET, CHMM

**Date(s):** Thursday, February 20, 2020

## Train-the-Trainer: If I'm Teaching, Why Aren't They Learning?

**Description:** Many trainers become frustrated when trainees don't seem to learn or otherwise benefit from training. During this unique course, you will be both educated about and involved in the process of improving your training courses. Experience methods and approaches such as demonstration, hands-on, small group work, role-playing, games, discussion, question/answer, brainstorming and brief video clips. Develop skills and abilities to improve your training while learning, participating and having fun. You'll also complete a pre-course needs assessment to establish areas of focus.

### Learning Objectives:

- Explain the value of a careful training needs assessment and choose one method for use
- Develop appropriate learning objectives or outcomes using Kirkpatrick's four levels of evaluation
- Design and develop a detailed lesson plan using ADDIE (analysis, design, development, implementation, evaluation) or another model
- Explain the importance of being a flexible trainer and facilitator as one basic principle of adult learning
- List five do's and five don'ts and likes and dislikes as related to identifying possible solutions to frequent training problems
- Contrast and compare the pros and cons of testing versus developing a hands-on skills checklist as training documentation
- Compare and contrast traditional/classroom training with eLearning/web-based training
- Demonstrate at least one method used in class in a session of your own design

**Level:** Intermediate

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Jonathan T. Klane, M.S., CSP, CIH, CHMM, CET

**Date(s):** Saturday, February 15, 2020

## Creative Writing Workshop for More Impactful Training

**Description:** Ever left a training session only to realize you don't recall much of the content? Or perhaps you weren't sure how to frame it for context and implementation? Now, think about how many stories you remember. Odds are you remember many stories, some dating back to your childhood. Explore why narrative works while info-centric approaches don't. Review the elements of effective narrative and the format and structure of creative non-fiction and learn how to make it all come together for your next training session. **You need to bring your own laptop to participate in this course.**

### Learning Objectives:

- Create narrative-based content to use in future training courses
- Compare and contrast the benefits (and challenges) of using narrative over info-centric approaches

- Explain the typical structure and format of creative non-fiction as a scientific story form
- Demonstrate how to create a brief piece of narrative for a training course
- Develop your own presentations more effectively
- Describe the typical elements of effective narrative (stories)

**Level:** Beginner, Intermediate, Advanced

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Jonathan T. Klane, M.S., CSP, CIH, CHMM, CET

**Date(s):** Sunday, February 16, 2020

## Build a Safety Training Course

**Description:** Interact and collaborate with your peers and a trained instructional designer to create a short training course that you can immediately take back to your organization and conduct. Some pre-work is required to prepare your topic and content. **You need to bring your own laptop to participate in this course.**

### Learning Objectives:

- Identify the different instructional design methodologies and select one that best suits your learners and your content
- Utilize the ADDIE (analysis, design, development, implementation, evaluation) model to design an effective training course for adult learners
- Storyboard your content
- Create dynamic and visually appealing course materials
- Write effective learning objectives and develop a training course to best help learners meet these objectives
- Design assessments around learning objectives
- Discover instructional design and development tools

**Level:** Intermediate

**Track:** Training & Communication

**Length:** 2 days

**CEUs:** 1.4

**Instructor(s):** Delaney King; Cole Tait

**Date(s):** Monday, February 17 – Tuesday, February 18, 2020

## Discussing Mental Health in the Workplace: Strategies From a First Responder

**Description:** Managers, supervisors and leaders must ensure that work resources and processes help the organization achieve its vision and goals. One major factor that can hinder progress toward goals is the mental well-being of employees. Develop knowledge and skills to create a focused and well-developed strategy for addressing this issue. Learn via case studies, peer discussions, group work and real-life storytelling, and develop a deeper understanding about how you can be a first responder to your coworkers' mental health needs.

### Learning Objectives:

- Define and recognize key concepts and terminology associated with mental health and well-being

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- Outline the importance of “training the brain” in preparation for work/life
- Analyze the barriers to care that prevent employees from seeking help for mental health issues
- Explain the roles of the supervisor, manager and leader when an employee is using unhealthy coping strategies or dealing with addictions issues
- Identify the mental health resources that are available within your workplace and community
- Discuss how you can immediately implement these strategies into their own work environment

**Level:** Basic, Intermediate, Advanced

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Cole Tait

**Date(s):** Wednesday, February 19, 2020

## ANSI Z490 Training Techniques

**Description:** Learn techniques that are based on common-sense observations and standards of care provided by OSHA, ANSI/ASSP A10.2 and ANSI/ASSP Z490 standards, in addition to advice gleaned from TED Talks and experience gained training more than 10,000 craft professionals. Takeaway more than 20 tips and techniques to become a more dynamic trainer.

### **Learning Objectives:**

- Develop safety and health training that sticks
- Sell safety through authenticity
- Use storytelling effectively

**Level:** Beginner

**Track:** Training & Communication

**Length:** 1 day

**CEUs:** 0.7

**Instructor(s):** Michael W. Hayslip, Esq., P.E., CSP

**Date(s):** Thursday, February 20, 2020