

Course Catalog

February 2023 | Presented by the American Society of Safety Professionals



SafetyFOCUS

Immersive Education for Safety Professionals

February 13 – 17, 2023 | Orlando, FL and Online

February 20 – 24, 2023 | Online

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BUSINESS AND LEADERSHIP SKILLS

Advanced Safety Management Methods

Monday, February 13 – Wednesday, February 15 | Advanced | 2.1 CEUs |

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

Instructor(s): Joel Tietjens, CSP, CSHM, FASSP

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)
- Apply strategy and techniques focused on risk, business and the reality of human performance to provide another dimension to OSH management in your organization
- Demonstrate safety leadership that will build a connection with senior leaders and inspire workers to perform the best safety practices

ANSI/ASSP Z16: Safety Metrics For the Modern Safety Professional

Tuesday, February 14 | Intermediate | 0.7 CEUs |

Modern safety professionals must understand many kinds of metrics and how to work with management to choose the right ones. Following the new ANSI/ASSP Z16.1 standard, this course will explore the use of balanced scorecards, leading indicators and other metrics that can help you understand your safety program's effectiveness. Learn the history of traditional metrics, how they've been used and why they shouldn't be the only way you measure success. **Your registration includes a copy of the ANSI/ASSP Z16.1-2022 Safety and Health Metrics and Performance Measures.**

Instructor(s): C. Gary Lopez, MS, CSP, FASSP

Learning Objectives:

- Apply traditional lagging indicators, such as incident rates and lost-time incident rates
- Select leading indicators and apply them to improve culture and management accountability for safety
- Explain the types of metrics being used to measure safety performance
- Measure losses beyond direct costs
- Understand the financial impact of key metrics

Are You Speaking the Right Language? Multicultural Consideration for Safety & Training

Thursday, February 23 | Intermediate | 0.7 CEUs |

With the increase of globalization, cultural diversity or multiculturalism in the workplace has grown. Gain insight on cultural differences, assess their impact on your organization and discuss why these considerations matter in safety.

Instructor(s): Eldeen Pozniak, CRSP, CHSMSA, CMIOSH, FIIRSM

Learning Objectives:

- Assess the effects of multiculturalism on workplace safety
- Develop stronger cultural intelligence through knowledge of five cultural dimensions
- Apply specific considerations when planning communications, teamwork and training

Becoming an Effective Independent Consultant

Monday, February 20 | Intermediate | 0.7 CEUs |

Occupational safety and health (OSH) professionals often have expertise in specific industries or areas of practice that they would like to share with other organizations. The challenge is that technical expertise is not enough to start a consulting practice and make that business financially successful in the long term. Learn what it takes to run a consulting business beyond providing OSH expertise. Discuss the traits entrepreneurs have found beneficial; review basic business operations such as business plans, legal structure, financial issues, insurance, pricing strategy, proposals, contracts and letters of agreement; and recognize the marketing and sales processes you will need to bring in work. Connect with other OSH professionals at different stages of their consulting journey and gain insight from a safety professional who successfully transitioned from employee to consulting firm owner.

Instructor(s): Deborah Roy, M.P.H., CSP, COHN-S, CIT, FAAOHN, FASSP

Learning Objectives:

- Discuss the traits often found in successful entrepreneurs
- Identify basic business operations of an independent consulting practice
- Discuss three methods of pricing safety and health consulting services
- Describe three marketing strategies that can differentiate consulting products or services
- Identify the key elements of a winning proposal

Building Employee Engagement for a Strong Safety Culture

Wednesday, February 15 | Intermediate | .7 CEUs |

This course provides practical recommendations for safety professionals, managers, leaders and other stakeholders. A portion of the content is derived from peer-reviewed articles that are based on research, safety management system guidelines, evidence-based case studies and the thinking of key psychologists in the safety field. Participants will discuss how to develop a strong safety culture and identify tools for meaningful engagement. The course will also explore differences between the roles of safety professionals, frontline supervisors and senior leaders.

Instructor(s): Earl Blair, Ph.D., CSP, FASSP

Learning Objectives:

- Explain the benefits of employee engagement
- Identify key strategies for building a strong safety culture
- Describe the factors that motivate employees
- Advise leadership on how to engage employees in safety
- Apply lessons from case studies

Business Economics for Safety Professionals

Monday, February 13 – Tuesday, February 14 | Intermediate | 1.4 CEUs |

Build your understanding of tools you can use to evaluate and select projects that contribute to the welfare of the workforce and the organization. Apply these tools to determine the economic and fiscal impact of a project, including the impact on the major stakeholders involved and well as the projects' risks and sustainability. Take away practice guidance and tips for communicating these recommendations in the language of the C-suite.

Instructor(s): Lawrence Schulze, Ph.D., P.E., CPE

Learning Objectives:

- Discuss the universal application of economic principles
- Review the basic economics analysis process
- Build skills to help you solve economic analysis problems
- Employ techniques for evaluating competing projects/assets
- Develop skills to present analyses results to the C-suite

Business Strategies For the Safety Executive

Friday, February 24 | Advanced | .7 CEUs |

As a safety executive, your goal is to align safety management with organizational objectives. This course will help you build skills to apply proven strategies for demonstrating the impact of safety initiatives. You will also improve your ability to influence others, actively listen and think creatively.

Instructor(s): Mark Hansen, M.S., P.E., CSP, CPEA, FASSP

Learning Objectives:

- Practice techniques for communicating with senior management
- Develop your personal leadership qualities and skills
- Outline effective methods for achieving safety excellence
- Review effective ways to influence peers as well as the C-suite

Confronting Business Dilemmas in OSH Consulting

Thursday, February 23 | Intermediate | .4 CEUs |

Even established consulting firms face business dilemmas. These can range from people-related issues (such as how and when to add employees or contractors) to unrealistic business demands to questions about business growth. Practice considering various ways to resolve these dilemmas through case studies and group exercises. This process will help you hone your decision-making skills and gain insight into challenges you may not yet have faced.

Instructor(s): Deborah Roy, M.P.H., CSP, COHN-S, CIT, FAAOHN, FASSP

Learning Objectives:

- Discuss two common financial issues in a consulting practice
- Describe challenges that you may face when growing a consulting business
- Identify key factors in determining the need to hire employees or contractors

Developing Your Next-Generation Leadership Star

Thursday, February 23 | Intermediate | .7 CEUs |

Using mind mapping and network of influence mapping, as well as many examples based on the popular TV show “Ted Lasso,” you will develop skills and review strategies to develop next-generation leaders. If you’re an emerging leader, you will also gain insights about working with established leaders to develop organizational context and craft a lasting vision for career success.

Instructor(s): Wyatt Bradbury, M.Eng., CSP, CHST, CIT; Gabe Encarnacion

Learning Objectives:

- Distinguish the strengths and opportunities for growth within your multigenerational team
- Synthesize the definitions of the terms “leader,” “manager” and “culture,” and review their application within an organization
- Formulate strategies to bridge gaps within your workforce with the purpose of building up the next generation of leaders
- Develop a culture where knowledge transfer and leadership development are the norm

Forging Your Replacement: Developing The Next Generation Safety Leader

Friday, February 17 | Intermediate | .7 CEUs |

Our profession is undergoing a transition as the pioneering generations of safety leaders transition with the naturally changing dynamics of the workforce. Build your knowledge of how senior leaders can act with intentionality to influence the next generation of safety professionals. Exploring communication theory, best practices related to mentoring and the network of influences that helped the presenters rise within the profession can help you craft a plan for intentional action.

Instructor(s): Wyatt Bradbury, CSP, CHST, CIT; Daniel Hopwood, M.P.H., CSP, SMS, ARM

Learning Objectives:

- Determine strategies you can use to successfully communicate in a variety of methods to diverse employee populations
- Establish the characteristics of the mentor and mentee and of the relationship between these roles
- Employ the roles of mentor and mentee and how these roles can interact successfully for the benefit of both parties using the mentor: mentee phase model
- Formulate a leadership tree identifying the key influences that have impacted you as a leader and how to transfer those influences to support the growth of the next generation of professionals
- Develop strategies to implement communication, foster collaboration and mentoring, and drive next-generation development

How to Write and Tell Effective and Powerful Stories

Tuesday, February 21 | Intermediate | .7 CEUs |

Stories are one of the most powerful tools we have, helping us bond, relate, empathize, contextualize, persuade, communicate and even survive. In this course, you'll write, share, listen, give and get feedback, and get comfortable with the storytelling process. By the end, you'll have written a couple of scenes, a story spine, an opener and an ending using a worksheet that will guide you toward an effective structure.

Instructor(s): Jonathan Klane, M.Ed., CSP, CIH, CIT

Learning Objectives:

- Create narrative-based content to use in future training courses
- Compare and contrast the benefits (and challenges) of using narrative rather than traditional approaches
- Explain the typical structure and format of creative nonfiction
- Demonstrate how to create meaningful stories for communication, persuasion or training courses
- Communicate and train more effectively with storytelling

Influential Leadership Skills

Thursday, February 16 – Friday, February 17 | Advanced | 1.4 CEUs |

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 safety professional or an emerging safety leader, 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 discuss how to select the best management model to improve your organization's safety performance.

Instructor(s): Joel Tietjens, CSP, CSHM, FASSP

Learning Objectives:

- Apply the principles of leadership, participating in strategic thinking and planning to lead organizational safety
- Determine the occupational safety and health (OSH) model that would most benefit your organization
- Demonstrate the unique traits of successful leaders to inspire and influence workers to improve safety performance
- Develop a stronger connection to your executive, middle and line leaders
- Integrate new concepts in OSH management and leadership into your organization

People-Based Safety: The Human Dynamics of Achieving an Injury-Free Workplace

Tuesday, February 21 | Advanced | .7 CEUs |

This course will focus on the individual, culture and system factors that influence safe and at-risk behaviors. Participants will learn the principles of behavior-based psychology, hazard recognition and human error reduction, safety leadership, and employee involvement. Explore how to design jobs to improve safety performance.

Instructor(s): Steve Roberts, Ph.D.

Learning Objectives:

- Describe the components of an ideal safety culture
- Use principles of behavior-based psychology to facilitate an ideal safety culture
- Explain the continuous improvement process, integrating the best aspects of behavior-based safety and human and organizational performance
- Understand leadership's role in supporting an ideal safety culture
- Identify hazard recognition traps and reduce human error
- Use safety culture assessments to identify and drive improvement opportunities

Professional Ethics for the Safety Leader

Thursday, February 16 | Intermediate | .7 CEUs |

This course provides insight into the world of professional ethics. It will provide context and experiential learning opportunities through lectures and group activities. An exploration of ethics from a historical perspective will seek to expand your understanding of how ethics have been viewed and used throughout civilization. Groups will analyze various professional codes of conduct and codes of ethics, evaluating what they do and do not say for the safety profession. Then, they will use a practical approach, as presented through case studies, to present new guidelines on ethical behavior in safety. Enhancing your understanding of ethics, and how you can unwittingly be persuaded into unethical behavior, will enrich your career and strengthen your credibility.

Instructor(s): Wyatt Bradbury, CSP, CHST, CIT; James Boretti, CSP

Learning Objectives:

- Demonstrate a general understanding of ethics in the safety profession
- Perform ethically while working in the safety profession
- Explain how to use ethical behavior to manage interdisciplinary relationships
- Evaluate situations in the context of professional ethics, ethical codes, individual understanding and the impediments of responsible action

Putting Servant Leadership Into Practice

Wednesday, February 22 | Intermediate | .7 CEUs |

This course not only turns conventional leadership on its head, but it also shows you how to put it into action and grow team members into servant leaders. You will use a skills inventory to evaluate yourself and take away guidance for using it to develop your team. Practice using a proven method to grow servant leaders and transform your organization.

Instructor(s): Mark Hansen, M.S., P.E., CSP, CPEA, FASSP

Learning Objectives:

- Discuss the background and history of servant leadership
- Review the characteristics of servant leadership
- Practice putting servant leadership into action
- Practice using a skills inventory
- Review relevant case studies to identify potential results of this approach

Qualified EHS Trainer Workshop**Wednesday, February 22 | Intermediate | .7 CEUs |**

Based on ANSI/ASSP Z490, Standard for Criteria for Accepted Practices in Safety, Health and Environmental Training, this interactive skills development workshop is designed to help you become a better trainer and deliver engaging training events. This course will explain the qualified trainer requirements found in the standard and will teach you effective methods for improving your training development and delivery. The course will focus on adult learning theories and applied methods.

Instructor(s): Daniel Snyder, Ed.D., CSP, CHST, CIT; Regina McMichael, CSP, CIT**Learning Objectives:**

- Describe attributes of a qualified trainer
- Assess learner needs
- Develop measurable learning objectives
- Implement engaging learning activities
- Evaluate training effectiveness

Selling Safety in Your Organization**Monday, February 13 | Intermediate | .7 CEUs |**

Selling the idea of safety is about influencing employees, including upper management, to do more than simply comply with regulations. We can have all the technical skills and the best policies, procedures, and training, but compliance will be difficult to achieve if employees don't see the benefit or the need to change. This course will help you understand and apply the three key components of selling: vision, knowledge and heart.

Instructor(s): Patrick Karol, CSP, SMS, CIT**Learning Objectives:**

- Assess your leadership skills by completing a self-assessment
- Develop a personal action plan designed to build your safety leadership skills
- Describe the importance of influencing organizational behaviors and decisions to improve safety outcomes

Sell What You Know: Build Your Brand and Make Money Doing It

Tuesday, February 21 | Beginner | .4 CEUs |

Product development can help consultants create new income streams, demonstrate their expertise, and build their business and personal brands. This course will cover the many product development options available to consultants and others hoping to grow. Brainstorm with other attendees and get feedback on your ideas.

Instructor(s): Linda Tapp, M.S., CSP, ALCM, CPTD

Learning Objectives:

- Understand the importance of branding and what it means for individual and company success
- Generate and test product ideas
- Create a product that aligns with personal or company branding goals

Solving the “S” in ESG: The Role of the EHS Professional

Wednesday, February 22 | Intermediate | .4 CEUs |

Develop your foundational knowledge of environmental, social and governance (ESG) and its critical role in organizational success. In addition to deepening your understanding of major ESG elements and how they interact, you will learn about success and challenges so you can avoid common pitfalls. In particular, the course will help you understand the social elements of ESG and how you can use standards and applied metrics as an EHS professional to influence outcomes and drive these efforts.

Instructor(s): Kevin Weaver, M.S., CHMM, CEA, REPA

Learning Objectives:

- Discuss why ESG matters to organizations
- Review the fundamental elements of ESG
- Discuss how to use leading and strategic metrics to measure safety performance
- Explain the impact of the regulatory climate leading into tomorrow

Technical Writing For the Safety Professional

Friday, February 24 | Beginner | .7 CEUs |

Learn a proven process for planning, writing and editing technical documents — including steps such as analyzing your audience, formatting your documents, conveying complicated information and using effective graphics. Practice producing and analyzing common technical writing documents, such as safety and health manuals, memos, letters, emails and reports.

Instructor(s): Cynthia Braun, CSP, CHMM, CIT

Learning Objectives:

- Identify key principles of technical writing
- Explain the difference between safety policies, programs and procedures
- Develop strategies for organizing and developing content
- State three common pitfalls of technical writing
- Identify ways to avoid plagiarism

The Lost Art of Negotiation

Monday, February 20 | Beginner | .7 CEUs |

Safety professionals often struggle to negotiate financial details with vendors, employees and senior management, simply because they have limited experience talking about money. This course will provide skills and exercises you can use to negotiate your salary. Practice having important financial conversations that make a difference in your career and the success of your safety program.

Instructor(s): Mark Hansen, M.S., P.E., CSP, CPEA, FASSP

Learning Objectives:

- Name the elements of successful negotiation
- Practice active listening and confident body language
- Demonstrate emotional control
- Understand negotiating tactics

The Safety Superpower: Influence!

Monday, February 20 | Intermediate | .7 CEUs |

As safety professionals, we need to lead, persuade others and maximize our personal impact on individuals, groups and organizations. The ability to influence is an essential leadership skill. To influence is to have an impact on the focus, attitudes, opinions, choices and behaviors of others.

Instructor(s): Eldeen Pozniak, CRSP, CHSMSA, CMIOSH, FIIRSM

Learning Objectives:

- Understand influential leadership concepts
- Describe and apply the six fundamental principles of persuasion
- Use logical, emotional and cooperative appeals to better protect your team

CERTIFICATION PREPARATION

Associate Safety Professional (ASP) Exam Preparation

Wednesday, February 15 – Friday, February 17 | Beginner | 2.1 CEUs |

Learn what you need to know to pass the Associate Safety Professional (ASP) certification exam. Complete practice questions and review answers that align with the Board of Certified Safety Professionals (BCSP) blueprint for the ASP exam. Get answers to your questions about the testing process and get practical guidance on what you should do to prepare. **You need a TI-30XS scientific calculator to participate in this course.**

Instructor(s): Richard Lindsey, CSP, SMS

Learning Objectives:

- Describe the ASP exam blueprint
- Describe the Pearson VUE testing process
- Describe certification requirements and scoring
- Review test-taking and study strategies
- Demonstrate an understanding of the ASP exam blueprint by answering sample questions
- Evaluate knowledge gaps and strengths
- Develop a study plan
- Locate resources to fill knowledge gaps and reinforce strengths

Certified Safety Professional (CSP) Exam Preparation

Wednesday, February 15 – Friday, February 17 | Intermediate | 2.1 CEUs |

Learn what you need to know to pass the Certified Safety Professional (CSP) certification exam. Complete practice questions and review answers that align with the Board of Certified Safety Professionals (BCSP) blueprint for the CSP exam. Get answers to your questions about the testing process and get practical guidance on what you should do to prepare. **You need a TI-30XS scientific calculator to participate in this course.**

Instructor(s): Patrick Karol, CSP, SMS, CIT

Learning Objectives:

- Describe the CSP exam blueprint
- Describe the Pearson VUE testing process
- Describe the certification requirements and scoring
- Review test-taking and study strategies.
- Demonstrate an understanding of the CSP exam blueprint by answering sample questions
- Evaluate knowledge gaps and strengths
- Develop a study plan
- Locate resources to fill knowledge gaps and reinforce strengths

Construction Health and Safety Technician (CHST) Exam Preparation

Wednesday, February 15 – Friday, February 17 | Intermediate | 2.1 CEUs |

Learn what you need to know to pass the Construction Health and Safety Technician (CHST) certification exam. Participate in a comprehensive review of the exam blueprint, complete sample questions and receive additional quizzes to take home for extra practice. **You need a TI-30XS scientific calculator to participate in this course.**

Instructor(s): Steven P. Pereira, M.S., CSP

Learning Objectives:

- Review the requirements to take the CHST certification exam, evaluate your knowledge of content covered in the exam and develop an individual study plan to prepare for the exam
- Recognize steps to establish a safety management system using OSHA general industry and construction standards, as well as ANSI and ISO consensus standards
- Examine construction health hazards, industrial toxicology, fall protection, power tools, electricity, cranes and derricks, PPE, and proper labeling and handling of chemicals used on construction sites
- Recognize best practices for recordkeeping, job hazard analysis, pre-job safety plans, investigation of incidents, site inspections, regulatory inspections, and audits
- Examine successful hazard communication and training plans (including the Globally Harmonized System)

Math Review for Certification Exams

Tuesday, February 14 | Beginner | 0.7 CEUs |

Review the basic mathematic principles you need to pass your certification exams. This course will include math examples typically found on exams and help you review how to solve relevant math problems. **You need a TI-30XS scientific calculator to participate in this course.**

Instructor(s): Patrick Karol, CSP, SMS, CIT

Learning Objectives:

- Demonstrate how to operate a scientific calculator or calculator emulator.
- Perform metric and English conversions.
- Solve for variables in an equation.
- Use exponents, scientific notation, and answer-significant digits.
- Apply formulas and conversions commonly used on safety certification tests.
- Solve basic sample math problems related to:
 - Area
 - Volume
 - Algebraic
 - Trigonometry
 - Statistics
 - Finance
 - Noise
 - Radiation

FALL PROTECTION

Effective Fall Protection Programs

Monday, February 13 – Tuesday, February 14 | Beginner | 1.4 CEUs |

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

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

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

Managed Fall Protection

Wednesday, February 15 – Friday, February 17 | Intermediate | 2.1 CEUs |

Developed in-depth knowledge about 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 digital copy of ANSI/ASSP Z359.2-2017.**

Instructor(s): Kevin Denis

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

RISK ASSESSMENT AND MANAGEMENT

Accident Investigation Techniques: Best Practices for Examining Workplace Incidents

Monday, February 20 – Tuesday, February 21 | Intermediate | 1.4 CEUs |

In this course, you will learn the fundamentals of investigating incidents in the workplace and how to respond to your findings. You will learn why investigations are necessary, who is responsible for carrying out investigations, when and where investigations should take place, and how to complete effective investigations, including determining recommended actions and plans for continuous improvement. Discover how to select and apply causation models, the competencies that are required for investigators and more.

Instructor(s): Peter Sturm, E.M.B.A., CRSP, CHSC

Learning Objectives:

- Define accidents, incidents and investigations
- Demonstrate the purpose and practice of incident investigation, including the use of cause analysis
- Choose and implement the most effective incident investigation process and program
- Summarize the leading investigation principles to be used before, during or after an event
- Prepare effective and detailed incident reports and follow-up activities

Beyond Safety: Diagnosing and Treating the Barrier to Safety Performance Excellence

Wednesday, February 22 | Intermediate | .7 CEUs |

Numerous barriers, both tangible and intangible, can significantly impact organizational safety and health performance. These barriers often are not safety and health issues, but rather organizational issues that you must address to improve safety and health performance.

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

Learning Objectives:

- Identify how organizational barriers can prevent safety performance excellence
- Discuss ways to identify and analyze these barriers with your organization
- Review various methodologies for overcoming these barriers
- Outline a strategy based on global best practices for influencing the safety culture to prevent these barriers from resurfacing

Bow-Tie Analysis

Tuesday, February 21 | Intermediate | .7 CEUs |

ISO 31010, Risk Assessment Techniques, describes bow-tie analysis as a simple diagrammatic way of describing and analyzing the pathways of a risk from hazards to outcomes. To conduct a bow-tie analysis, practitioners review controls using the logic of a fault tree, analyze the cause of an event and analyze the consequences using an event tree. If you're looking for more rigor in your risk assessment process — a process where you can link causal relationships in high-risk scenarios — then bow tie may be for you.

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

Learning Objectives:

- Implement a bow-tie risk assessment methodology
- Determine and calculate escalation factors
- Determine control strategies for prevention and recovery
- Integrate the hierarchy of controls to semi-quantitatively verify risk reductions

Deploying OSH Management Systems for Risk Reduction and Injury Prevention

Thursday, February 23 - Friday, February 24 | Intermediate | 1.4 CEUs |

What are the key performance elements of an effective safety and health management system? Explore a combined set of elements from current voluntary standards and the successful practices used in global manufacturing operations. Gain insight based on the instructor's experience providing consultative services for over 10 years to four global organization in plastics, rubber products, medical devices and logistics. Develop new understanding of best practices these organizations have used to reduce risk and minimize injuries and illnesses in the workplace.

Instructor(s): Fran Sehn, M.S., CSP, ARM

Learning Objectives:

- Recognize the elements of an effective OSH management system
- Use the elements to evaluate your organization's current OSH process
- Deploy techniques to enhance the coordination of safety management and employees
- Discuss effective ways to align voluntary and regulatory standards for safety process improvement

Electrical Safety I: Basic Principle & Engineering Controls

Tuesday, February 14 | Beginner | .7 CEUs |

Develop knowledge of the fundamental principles of electrical safety, specifically the engineering controls required to protect workers to voltages greater than 50 Volts. Discuss OSHA's top 10 electrical safety violations and review the National Electrical Code (NEC 2020 edition) and other NFPA electrical safety standards.

Instructor(s): Paul Zoubek, CSP, CIH, CEMCP

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

Electrical Safety II: Electrical Safe Work Practices with Application of NFPA 70E (2021 Edition)

Wednesday, February 15 – Thursday, February 16 | Intermediate | 1.4 CEUs |

Participate in an in-depth, comprehensive review of electrical safe work practices, procedures, risk assessment and risk-reduction techniques outlined in the revised 2021 edition of NFPA 70E. Develop knowledge to interpret code requirements as they apply to energized electrical work situations. **Your registration includes a copy of NFPA 70E, Standard for Electrical Safety in the Workplace (2021 edition).**

Instructor(s): Paul Zoubek, CSP, CIH, CESP

Learning Objectives:

- Identify NFPA 70E as a best practice standard
- Evaluate worker protection measures in accordance with the hierarchy of controls
- Use safety-related work practices for energized systems
- Implement risk assessment procedures outlined in the 2021 edition of NFPA 70E

Leveraging HOP to Operationalize Serious Injury & Fatality Prevention

Monday, February 13 – Tuesday, February 14 | Advanced | 1.4 CEUs |

Through real case examples, learn how organizations use 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. 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 incidents.

Instructor(s): Todd Hohn, CSP & Cary Usrey

Learning Objectives:

- Explain why traditional methods of addressing industrial incidents do not apply to SIFs
- Describe how essential controls are established and verified in the field
- Illustrate 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

Managing Risk, Not Safety

Monday, February 13 | Intermediate | 0.7 CEUs |

Many challenges arise when switching from managing a hazard-based safety program to a risk-based program. Gain fresh insight into the concepts of acceptable risk and residual risk and develop a deeper understanding of a seven-step process you can use to manage risks. Through exercises based on real-world examples, discuss expanding metrics you will need, review how to use risk assessment matrixes to quantify risk and understand the need to interface with management to determine what constitutes acceptable risk within your organization.

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

Learning Objectives:

- Discuss the differences between managing risk and managing hazards/standards
- Review the role of the OSH professional in any organization
- Determine acceptable risk
- Describe ways to build a safety culture by managing risk

Mandatory Respiratory Program Administrator: Professional Level [29 CFR 1910.134 (c)(3)]

Thursday, February 23 – Friday, February 24 | Advanced | 1.4 CEUs |

According to 29 CFR 1910.134(c)(3), employers must establish and maintain a written respiratory protection program. An administrator who understands that program's complexities must manage it. Develop the knowledge and skills you need to design, develop, implement, or administer a respiratory protection program that complies with all state, and federal regulations and be based on the complexity of the program.

Instructor(s): Dennis Terpin, Ph.D., OHST, EMT-P

Learning Objectives:

- Identify the administrative components required to establish a respiratory protection program in accordance with 29 CFR 1910.134(c)
- Describe the steps involved to set up an employee occupational risk-based respiratory protection program
- Identify medical requirements and precautions for wearing a respirator
- Explain recordkeeping requirements and define how to meet training requirements
- Identify concepts necessary to make your respiratory protection program more cost-effective
- Discuss how to apply appendixes A, B, C and D of 29 CFR 1910.134 to a specific industry

Mandatory Respiratory Protection Program Requirements For Law Enforcement

Monday, February 20 | Intermediate | .4 CEUs |

First responders — and especially law enforcement agencies — implement respiratory protection programs when the hazards are unknown or incidents are escalating. During their responses, many OSHA standards interact. This course will help you identify the elements necessary for compliance and maintain an agency-specific respiratory protection program based on 29 CFR 1910.134.

Instructor(s): Dennis Terpin, Ph.D., OHST, EMT-P

Learning Objectives:

- Describe how to properly implement and maintain an agency-specific respiratory protection program based on 29 CFR 1910.134 and other OSHA standards
- Identify key elements necessary to properly develop an agency-specific hazard and risk evaluation program
- Explain what is required of a respiratory protection administrator

Prevention Through Design

Wednesday, February 15 – Thursday, February 16 | Intermediate | 1.4 CEUs |

Gain practical guidance on how to apply prevention through design (PTD), a core methodology for reducing risk. As defined in ANSI/ASSP Z590.3-2021, a widely used voluntary national consensus standard, PTD provides a framework and process for implementing risk assessment concepts in the various phases of a system's life span — from initial concept and design to use and then decommission. Review the various risk assessment tools and methods identified in the standard and discuss the PTD hierarchy of risk treatment. Practice applying PTD methods and concepts to real-world incidents as you work through modules that include short videos, scenarios, interactive tools, and assignments. Engage with your instructor and other participants via live virtual meetings and discussion board conversations. **Instructor(s):** Georgi Popov, Ph.D., CSP, ARM, SMS, QEP

Learning Objectives:

- Review the role of prevention through design in the risk assessment/ management process
- Develop deeper understanding of various tools for PTD interventions and product design
- Assess the PTD hierarchy of risk treatment
- Practice applying PTD methods and concepts to real-world examples
- Discuss effective ways to align safety and health interventions with business goals and objectives
- Develop a PTD implementation plan

Principles of Machine Safeguarding: A Risk Based Focus on ANSI B11 Standards

Friday, February 17 | Beginner | 0.7 CEUs |

Principals of Machine Safeguarding introduces the safety professional to the fundamentals of machine hazards, control methods, and allows attendees to participate in hands-on activities. The course focuses on control methods and recommendations outlined in ANSI B11 Machine Guarding Standards with an emphasis on risk assessment. The course focuses heavily on ANSI B11.0, Safety of Machinery (2020 edition), and the interpretation of code requirements as they apply to machine hazard situations.

Instructor(s): Paul Zoubek, CSP, CIH, CESP

Learning Objectives:

- Recognize machine hazards
- Apply contents of the ANSI B11.0 Safety of Machinery standard to your overall machine guarding program
- Explain the need for risk assessment of machine hazards
- Describe the basic options for safeguarding machinery
- Apply machine safeguarding risk assessment principles

Risk Assessment and Management for Safety Professionals

Monday, February 13 - Tuesday, February 14 | Beginner | 1.4 CEUs |

An effective risk assessment and management process helps you identify potential hazards and reduce risk to an acceptable level. Review the risk management process — which includes establishing risk criteria and context, risk identification, risk analysis, risk evaluation, risk treatment, risk monitoring and reporting, and risk communication. **Your registration includes a copy of ASSP TR-31010-2020**

Technical Report: Risk Management - Techniques for Safety Practitioners.

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

Learning Objectives:

- Implement the risk management process
- Demonstrate the need for management to support risk treatment plans and efforts
- Apply risk assessment tools, techniques, and methods
- Measure the effectiveness of the risk management process to support your organization's objectives

Risk Based Incident Analysis

Wednesday, February 22 | Intermediate | .4 CEUs |

To effectively apply risk-centric thinking to analyze incidents and identify root causes, you can analyze causal factors using techniques like the 5 whys. Practice applying this technique to exercise scenarios to identify both hazard and control success and failures. Exercises follow eight disciplines model for completing the analysis, ending with a management system's end point for root cause. Discuss the benefit of categorizing and trending loss data by hazardous energies and control failures and gain guidance on how to identify a fatal or serious incident.

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

Learning Objectives:

- Identify what risk-based data is most impactful in identifying causal factors and root causes
- Develop a standard methodology to determine immediate, corrective and preventive actions
- Analyze meaningful incident data, over time, to identify management system and risk assessment weaknesses and improvement initiatives
- Qualify data to generate rates for fatal and serious incidents
- Quantify data input and output for strategic leading metrics

SAFETY MANAGEMENT SYSTEMS

Confined Space Assessment, Entry and Rescue

Monday, February 13 | Intermediate | 0.7 CEUs |

OSHA regulates entry into confined spaces in general industry and construction. Prepare to be a confined space competent person by discussing and practicing how to assess confined spaces, develop or update a written confined space program, issue permits, provide training and develop proper entry and rescue procedures for confined spaces. Other topics include air monitoring, ventilation, permits, retrieval, and rescue requirements and equipment, contractors and OSHA-required recordkeeping.

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

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 team
- Select the proper entry and rescue equipment
- Evaluate the ability of your designated confined space rescue team to respond to emergencies

Corporate Safety Management

Monday, February 13 – Wednesday, February 15 | Intermediate | 2.1 CEUs |

Learn new ways to tackle challenges, craft solutions and apply the skills needed to successfully position safety in your organization. Explore corporate management systems and organizational cultures and develop insight on how you can influence them from a safety perspective. You will review corporate reporting relationships, occupational safety and health (OSH) staffing and the tenets of OSH management systems. You will also use tools to assess your organization's current safety process and identify ways to adjust it to achieve desired state. Develop your ability to apply negotiation and leadership skills to influence decision-making that affects corporate structure. Take away a new understanding of how to apply corporate safety management concepts and systems and how to lead and influence positive outcomes that change your workplace.

Instructor(s): James Boretti, CSP

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
- Discuss the influence of corporate culture and develop skills to effect changes that help your organization embrace OSH efforts
- Justify where the safety function is best positioned within your organization's corporate structure
- Apply leadership, negotiation and communication skills to positively influence corporate safety management system
- Analyze key initiatives for creating high-impact safety performance
- Define and discuss best practices for safety performance enhancement
- Analyze appropriate adjustments to the safety effort in response to corporate mergers, downsizing, rightsizing and reorganizing

Creating and Maintaining an Effective Employer Safety Program For Construction

Tuesday, February 21 | Intermediate | 0.4 CEUs |

This course will outline the key elements of an employer safety program related to construction and identify the key roles and responsibilities of the supervisors in charge. Understanding the importance of a good safety record and the ways safety impacts the overall health of a company will ultimately determine your organization's safety culture. Learners will focus on the characteristics and habits of a safe employee and how employee buy-in affects the success of an employer safety program.

Instructor(s): Wesley Wheeler, SMS

Learning Objectives:

- Outline the key elements of an employer safety program
- Identify the roles of supervisors in charge of safety
- Discuss the importance of a good safety record to a company
- Explain the impact safety has on company profit

Creating Line Management Safety Leadership

Thursday, February 23 | Intermediate | 0.7 CEUs |

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.

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

Learning Objectives:

- Explain the techniques line managers must use to effectively execute their safety responsibilities
- Create a strategy to help your organization improve its safety culture
- Practice contemporary safety management approaches and work toward achieving senior management commitment to safety

Implementing an ANSI/ASSP Z10 Management System Based on Systems Thinking

Thursday, February 16 – Friday, February 17 | Intermediate | 1.4 CEUs |

Management systems are a powerful tool you can use to continuously improve occupational safety and health (OSH) in your organization. Expand your knowledge of foundational concepts of systems thinking and gain insights on concepts related to the new view of safety and human and organizational performance. Explore ways to develop a road map based on ANSI/ASSP Z10.0-2019 that organizations of all sizes can use to create a control structure to manage occupational risk and integrate with business systems. Review practical approaches that can help you transition from program-based firefighting activities to process-driven continual improvement. These approaches recognize that system performance is the product of the interaction of elements such as leadership, worker participation, planning, implementation, monitoring and measurement, and culture. Your registration includes a digital copy of ANSI/ASSP Z10; ASSP GM-Z10.100-2019, Guidance and Implementation Manual for

ANSI/ASSP Z10; and ASSP GM - Z10.101-2019, Guidance Manual: Keep Your People Safe in Smaller Organizations.

Instructor(s): Jim Howe, CSP

Learning Objectives:

- Use systems thinking to maximize effectiveness when establishing and implementing a management system
- Identify the assumptions and mental models that significantly impact your organization's occupational safety and health efforts
- Recognize the major elements of a management system and their interdependencies
- Plan improvement actions that focus on the whole system
- Recognize employees as a source of safety resilience and improvement
- Integrate elements of ANSI/ASSP Z10 with other systems such as ISO 9001, 14000 and 45001, and OSHA's Voluntary Protection Programs and Process Safety Management standard

Implementing a Safety and Health Management System

Thursday, February 23 | Intermediate | .7 CEUs |

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.

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

Learning Objectives:

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

Implementing ISO 45001

Monday, February 20 – Wednesday, February 22 | Intermediate | 2.1 CEUs |

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.**

Instructor(s): Vic Toy, M.P.H., CSP, CIH, FAIHA

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

Internal OHSMS Auditing Using ISO 45001

Thursday, February 23 - Friday, February 24 | Intermediate | 1.4 CEUs |

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 (OHSMS) audits. Develop skills to document nonconformance findings, assess adequacy and effectiveness of corrective actions, and evaluate the adequacy, suitability and effectiveness of an internal audit program. Demonstrate a solid understanding of audit programs and processes and apply the knowledge to complete an OHSMS audit. **Your registration includes a copy of ISO 45001-2018.**

Instructor(s): Kenneth A. Clayman, SMS

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

International Standards and Legal Requirements

Friday, February 24 | Intermediate | .7 CEUs |

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

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

Learning Objectives:

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

Managing Safety and Health

Tuesday, February 21 - Wednesday, February 22 | Intermediate | 1.4 CEUs |

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. Through discussion, case studies and activities, practice effective methods to implement, manage and measure a successful global OSH program within your organization.

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

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

Measuring Safety Culture

Friday, February 17 | Advanced | 0.7 CEUs |

This advanced course actively engages the safety professional's knowledge of management systems and safety culture to measure the heartbeat of their safety program. In this working session, attendees will simultaneously use qualitative and quantitative methods to assess and score the two main pillars of their safety program: safety management systems and operational culture. Participants will return to the workplace with a multi-dimensional look at their safety program. This course is ideal for advanced safety managers, safety committee members, and other safety and health stakeholders who have at least seven years of experience with management systems.

Instructor(s): Cynthia Braun, CSP, CHMM, CIT

Learning Objectives:

- Define "safety culture" and "safety management system"
- Use an integrated measurement tool to assess and score key elements of your organization's safety management system and safety culture
- Identify at least three ways to improve, support, and/or promote a positive safety culture and management system

Safety Management I

Monday, February 13 – Wednesday, February 15 | Beginner | 2.1 CEUs |

Occupational safety and health (OSH) processes have fundamental elements and conditions required by regulatory agencies. Develop a foundational understanding of these elements and examine techniques for creating an effective safety management system. Build on or confirm the current conditions of your OSH process to create a road map for an effective safety management system. This course is the first in a three-course series for obtaining ASSP's Safety Management Certificate.

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

Learning Objectives:

- Apply 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 your management team execute its safety responsibilities
- Develop the ability to promote safety to various levels in the organization
- Describe the moral, financial, and legal responsibilities of today's safety professional
- Create strategies to control workers' compensation costs
- Establish a budget for a safety management effort

Safety Management II

Thursday, February 16 – Friday, February 17 | Beginner | 1.4 CEUs |

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. You will also gain insight and practical guidance on how to strengthen an existing safety management system. This course is the second in a three-course series for obtaining ASSP's Certificate in Safety Management.

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

Learning Objectives:

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

Safety Through Accountability and Recognition: An Approach to Succeed at Management Commitment and Worker Engagement

Friday, February 24 | Intermediate | .4 CEUs |

This course will use accountability and metrics to provide a foundation for designing, implementing, and verifying management commitment, in particular accountability. The balanced set of metrics and concepts from the new ANSI/ASSP Z16 standard will be part of the presentation. The benefits of worker participation at both the individual and team level will be presented, using similar metrics for recognition. Pitfalls of common recognition programs will also be presented.

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

Learning Objectives:

- Define management accountability and commitment to occupational health and safety management systems
- Practice using a balanced set of process (logic) metrics to measure management accountability
- Develop recognition programs to motivate workforce participation without incident statistics

The Safety Observation Blueprint

Wednesday, February 22 | Intermediate | .7 CEUs |

Look beyond the hazard identification process to review the policy behind collecting safety observations, discuss the role and responsibilities related to observations, examine the process of ensuring consistent data collection, and create a data use plan to turn observation data into actionable information. Leverage best practices, case studies, practical tools and hands-on applications to implement the process in your organization.

Instructor(s): Cary Usrey

Learning Objectives:

- Develop a structured and formalized observation plan
- Develop a consistent methodology for collecting observations
- Develop a robust data use plan that will aid in turning safety observation information into actionable data
- Discuss metrics and analytics you can incorporate into your safety observation program

Using a Different Lens in your Safety Management System

Monday, February 20 | Intermediate | .4 CEUs |

This course will provide a gap assessment tool to help you find human factors that could eventually cause systematic issues in your safety management system. The tools provided in this course include a human factors framework, case studies and solutions to implement once gaps are found. Learn how to engage employees and build trust.

Instructor(s): Tim Page-Bottorff, M.S., CSP, CIT

Learning Objectives:

- Understand why human factors are often overlooked
- Compare and contrast several different safety management systems
- Complete a risk assessment with the human factors multiplier
- Measure success against other world-class organizations

TOTAL WORKER HEALTH

Fostering Well-Being Skills for Safety Leaders: Going Beyond, “Are You OK?”

Tuesday, February 21 | Intermediate | 0.7 CEUs |

In addition to detecting and addressing physical hazards, safety professionals are now expected to detect and address exposures that stem from issues such as stress, fatigue and mental health concerns. This course will help you develop core skills around well-being support to help you meet this expectation. The learning will focus on discussing common scenarios that you can take back to your workplace and practice with your team.

Instructor(s): David Musgrave, M.S.

Learning Objectives:

- Review current employee expectations around well-being support
- Discuss several key areas that affect employee well-being, review how to recognize each and self-reflect on personal well-being
- Practice skills for determining how to address well-being issues to develop experience in proactively asking questions and offering meaningful support to others

Preventing Injuries: Applying the *Total Worker Health™* Model

Wednesday, February 22 | Intermediate | 0.7 CEUs |

Preventing injuries is always the goal, but how can you accomplish that given a workforce that is aging, facing complex health issues, as well as work-related injuries? Your organization can apply the NIOSH *Total Worker Health™* (TWH) model to help refocus efforts to reduce or prevent injuries. Review specific examples and discuss a structure you can use to assess your organization and start to develop a strategy for improving overall injury and illness prevention.

Instructor(s): Deborah Roy, M.P.H., CSP, COHN-S, CIT, FAAOHN, FASSP

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 approach
- Develop an action plan based on your needs assessment and the available resources

Thanks For the Feedback: Effective Communication in a Changing World

Thursday, February 23 | Beginner | 0.7 CEUs |

Gain new insight into the factors that can affect the outcomes of your conversations at work. You will learn about common methods for navigating difficult conversations and build skills to provide effective feedback to all types of individuals, including those who identify as being neurodiverse. You will take away guidance you can use to disentangle the what from the who, learn how to use coaching methods to improve performance and shift mindsets.

Instructor(s): Delaney King, M.Ed.

Learning Objectives:

- Define and recognize the key concepts and terminology associated with feedback
- Identify the relationship system and how coaching can improve the feedback process
- Examine common misunderstandings that arise in the feedback process
- Develop strategies to overcome common blind spots in the feedback process

The Self of the Safety Professional: Promoting Personal Wellness

Friday, February 24 | Beginner | 0.4 CEUs |

Personal wellness, work-life balance and stress management are essential to your professional success. This course will help you understand fundamental mental health terms and examine the latest strategies and approaches. Improving your mental health literacy will also enable you to be a better advocate for workers throughout your organization.

Instructor(s): Georgia Bryce-Hutchinson, M.S., MSEE, LMFT, CPLC

Learning Objectives:

- Discuss the impact of mental health challenges on workers
- Identify factors that contribute to mental illness
- Assess your personal wellness needs by applying the eight dimensions of wellness
- Identify available mental health resources, including distinguishing the services of various providers in the psychotherapy field

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