



**2019 Region III ASSP  
Professional Development Conference**  
San Antonio Marriott Riverwalk  
August 12-14, 2019  
Speaker Bios & Session Overviews

**Monday, August 12, 2019 - 8:00 AM – 9:30 AM**  
**Monday Opening Keynote**  
**Turning Supervisors Into Leaders**  
**Angelica Grindle, Ph.D**

Strong leaders are critical for sustained injury and fatality prevention. Through what they do, what they say, and how they spend their time, leaders shape the culture that drives the systems and processes that create safety outcomes. The result is world-class safety that drives operational excellence.

Everyone agrees on the importance of safety leadership in achieving safety outcomes. Unfortunately, this topic is often aimed at senior leaders and managers, rather than our front-line supervisors, supervisors who often have the most critical interactions with associates doing the bulk of our work. Supervisors often achieve their position because they were highly skilled in the position of those they are now supervising. However, the skills needed to do the job of your subordinates are not the same skills needed to be an effective leader.

During this presentation, Dr. Angelica Grindle will discuss the importance of supervisor relationships in injury prevention, the systems related barriers to effective supervisor leadership, and the critical practices needed for supervisors to engage employees and shape world class safety performance.

**Learning Objectives:**

- The importance of supervisor relationships in injury prevention
- Critical practices needed for supervisors to engage employees and shape performance
- The systems related barriers to effective supervisor leadership



**Angelica C. Grindle, Ph.D.** is President of Quality Safety Edge. Dr. Grindle has successfully designed, implemented, and evaluated behavioral and process improvement systems in a wide variety of organizational settings. As a Ph.D. level behavior analyst, Dr. Grindle specializes in the application of behavioral science technology to improving workplace safety and other key organizational objectives. She focuses on ensuring strategic initiatives align with key processes, are customized to work with unique organizational needs, and are supported by key stakeholders. She is also the co-developer of BBS Essentials®, a product which enables small companies to reduce the time and manpower required to design and implement behavioral safety processes.

Dr. Grindle has numerous publications and is a contributor to the book *The Values-Based Safety Process: Improving Your Safety Culture with Behavior-Based Safety* by Terry McSween, founder of QSE. Angelica is a coordinator for the Behavioral Safety Now conference.

**Tuesday, August 13, 2019 - 8:00 AM – 9:15 AM**  
**Tuesday Opening Keynote**  
**EH&S Leadership Development A Self Contained Study**  
**Matthew Berkheiser, DrPH, CIH, CSP**

In order to be successful in an academic medical center the EH&S professional must be both technically competent and have the soft skills and political awareness to navigate the system they are supporting. Strengths based team work and self-awareness tools will be discussed during this brief look at an EH&S team and the tools they have used to develop their leadership skills. If you have taken the Gallup StrengthsFinder assessment (<https://www.gallupstrengthscenter.com>) and have your top 5 strengths bring them to this session for more insight into what makes you a strong EH&S professional.

**Learning Objectives:**

1. Identify and contrast healthcare safety injury data
2. Categorize and examine individual strengths of employees
3. Examine the careers of safety professionals and obtain methods, tools and opportunities to share with your staff to help them be a better team



**Matthew Berkheiser, DrPH, CIH, CSP**  
**Associate Vice President**  
**MD Anderson Cancer Center**

Dr. Matthew Berkheiser is the Associate Vice President of the Environmental Health & Safety, Sustainability and Emergency Management department at MD Anderson Cancer Center. Dr. Berkheiser holds a doctorate in Occupational & Environmental Health from the University Of Texas School Of Public Health. He has over 25 years of experience in the environmental health and safety field.

His career started when he was first employed by MD Anderson Cancer Center as a Safety Technician. He has also held positions at Johnson Space Center, Sam Houston State University and the Texas Department of Criminal Justice.

His primary customers and collaborators at MD Anderson include the Facilities staff, Employee Health, Nursing and Infection Control. His team is responsible for emergency planning, occupational safety and other programs for over 16 million square feet in the Texas Medical Center and locations across Texas.

He spends a majority of his time mentoring his staff on developing their technical and leadership skills. His most recent accomplishment was becoming a Core Clarity, Inc. and Gallup Coach that helps participants explore their StrengthsFinder talents.

**Tuesday, August 13, 2019 - 12:15 PM - 1:45 PM**  
**Tuesday Lunch Keynote**  
**Culture Shift – Changing Your Organization's Culture**  
**Kyle Sjaforoeddin**

This keynote will identify key metrics that signify unhealthy cultures in your organization and how it effects both safety and productivity. You will gain strategies to implement change and learn action steps you can apply to start effectively changing your culture and impact your teams.

**Learning Objectives:**

1. Identify key metrics that signify an unhealthy culture in an organization
2. Evaluate and assess your own culture and recognizes your blind spots
3. Apply clear action steps to start changing your organizations culture

**Kyle Sjaforoeddin**  
**City of Oklahoma City**  
**Safety Analyst**

Kyle's passion lies with team building, leadership and coaching others. He graduated from the University of Central OK with a BA in Industrial Safety. After working a number of years as a safety professional for a small municipality, he moved into the public sector as a safety team member for one of the nation's top fork lift dealers. Now he has since moved back into the public sector as a safety analyst for the City of Oklahoma City. Kyle also serves as a leadership coach for one of the largest churches in the U.S. where he speaks to both adults and teens on leadership and overcoming challenges.

**Monday, August 12, 2019 - 9:45 AM - 10:45 AM**  
**1A - Two Kinds Of Complacency, Their Causes, And How To Intervene**  
**Cloyd Hyten, Ph.D**

One way to understand complacency in hazardous settings is by examining and understanding behavioral variability in task execution and in decision-making. Variability can be adaptive or maladaptive depending on the hazards. In some situations less variability is required to remain safe, and in others more variability would be safer. This analysis will discuss the factors that lead to both kinds of variability, and what individual performers and leaders can do to reduce dangerous forms of variability and promote safer work.

**Learning Objectives:**

1. Distinguish two types of complacency based on an understanding of adaptive and maladaptive behavioral variability
2. Identify the causal factors that lead to both forms of complacency
3. Learn intervention strategies to reduce both kinds of complacency



**Cloyd Hyten, Ph.D.**  
**Director, Safety Solutions**  
**Aubrey Daniels International**

I am currently Director, Safety Solutions for Aubrey Daniels. The last 10 years I have been helping companies implement Safety Leadership and Behavior-Based Safety systems that engage workers in improving their own safe behaviors as part of a proactive, positive safety culture. I have worked with companies in the energy, transportation, manufacturing, chemical, food, agriculture, nuclear, and mining sectors. I have an abiding interest in understanding human behavior in work settings, especially in those situations when people face complex choices.

Prior to joining ADI in 2008 I was a founding faculty member of the Department of Behavior Analysis at the University of North Texas for 20 years. I retain a connection to research through my role as Associate Editor for the Journal of Organizational Behavior Management. As a member of ASSP, I have attended and presented talks at both the national PDC and Region III PDC.

**Monday, August 12, 2019 - 9:45 AM - 10:45 AM**  
**1B -The Training Trap**  
**Jeron Quincy, M.S., CSP**

We will explore what drives successful training within organizations and how a comprehensive approach to training from design to delivery and follow up can yield notable improvements in operational excellence. Results from organizations that have seen improvement from such an approach will be shared and we will discuss the importance of leadership involvement in the training process.

**Learning Objectives:**

1. How to determine the right amount of training for your organization.
2. What platform is the best for delivery of training for your organization.
3. Who are the best trainers for your organization.



**Jeron Quincy, M.S, CSP**  
**Director - US Operations**  
**Spark Power Corp.**

Jeron Quincy is currently the Director of United States Operations for Spark Power Corporation. He holds a Bachelor of Science in Occupational Safety Management and a Master of Science degree in Industrial Safety Management from the University of Central Missouri. Jeron has been a Certified Safety Professional since April of 2013.

Jeron has been assigned to leadership roles in HSE and Operations since 1999 and has specialized in behavior based safety management as well as the development and implementation of safety management systems. His leadership has driven industry leading HSE results in mid-sized construction and manufacturing organizations and his dedication to a zero harm philosophy is evident in each organization he has been a part of. Positive communication is a basic expectation he strives to have every organization embrace as they adopt and embrace a zero harm philosophy.

**Monday, August 12, 2019 - 9:45 AM - 10:45 AM**  
**1C - The Illusion And Delusion Of Risk Calculations**  
**Mark Hansen, PE, CSP, CPEA, CPSA, CPE**

The objective of this presentation is to challenge the industry risk management paradigm and concept of “good practice.” This presentation will provide a method to manage safety risks to As Low A Reasonably Possible (ALARP). Current methods give safety professional the Illusion of managing risks and the delusion that they have been appropriately assessed. This presentation will address how risk has been assessed in the past and consider and shift in mind set. For example, rather than checking the box safety professionals should consider numerous factors in assessing the risk.

**Learning Objectives:**

1. A systematic approach to risk-based process safety Budgeting and Handling Downsizing
2. Nine steps to cost-effective risk-based process safety
3. Guidelines for risk tolerability
4. Design solutions for optionality



**Mark D. Hansen**  
**Director, Risk Management**  
**Contek Solutions LLC**

Mr. Hansen has a B.S. in Psychology and a M.S. in Industrial Engineering, specializing in Safety and Ergonomics, both from Texas A&M University. Mr. Hanse is a Licensed Professional Engineer (TX), a Certified Safety Professional, a Certified Environmental Auditor, a Certified Process Safety Auditor and a Certified Professional Ergonomist. Mr. Hansen has over 30 years experience in the oil and gas industry in EH&S at both domestic and international locations. Highlights include achieving a 0.0 Total Recordable Incident Rate with two different companies. Areas of expertise include management systems development, EHS program implementation, culture change, in both field operations and the C-Suite.

He is currently the Past-President and Fellow of the American Society of Safety Professionals (ASSP) and continues to serve as Chairman of the Business of Safety Committee. Mr. Hansen has authored over 150 technical publications four books on career development. He is the past recipient of the Edgar-Queeny Monsanto Safety Professional of the Year Award in 1992-1993 and the Culbertson Outstanding Volunteer Service Award in 1991-1992 issued by ASSP.

**Monday, August 12, 2019 - 9:45 AM - 10:45 AM**

**1D - Beyond Compliance - Make Process Safety Key To Better Operational Performance**

**Gregory Milewski**

Greg Milewski is a Technical Safety Engineer for KMCO LLC. He is a degreed Mechanical Engineer, Certified Fire Protection Specialist, Certified Safety Professional and a qualified Incident Commander. He has 38 years' experience in refineries, chemical plants, pipelines,, Terminals, Lube Plants, gas plants (LPG, LNG) and Alternate Energy businesses (Hydrogen Fuel Cell Vehicles, BioFuels, BioEthanol and LNG for Transport). This experience has spanned work in 9 different countries.

Mr Milewski's experience includes implementing new Process Safety programs and upgrading existing Process Safety programs to achieve top quartile performance.

Mr Milewski had been a member of the American Chemistry Council Process Safety Committee, participating in benchmarking top performing Process Safety programs as well as implementing across the ACC membership new standard on Leading Indicator Metrics for Process Safety.

Mr Milewski is a Principal on national codes and standards committees developing new codes and industry standards NFPA 2 / 52/55 / 30.

**Monday, August 12, 2019 - 11:15 AM - 12:15 PM**  
**2A - Audits That Matter - A Plan for Success**  
**Forrest Richardson, CSP, ARM**

Participants will learn the keys to performing safety audits that will make a difference and add value to all stakeholders. Understanding audit objectives, what to audit, steps to a successful audit, performance metrics, auditor skills and traits, ownership, accountability and much more.

Learning Objectives:

1. WHO: Identify successful auditor traits for team selection and training
2. WHAT & WHERE: Efficiently Identify and prioritize your audit universe-  
What & Where
3. HOW: Properly utilize performance metrics to measure success
4. WHY: Establish accountability for success



**Forrest Richardson, CSP, ARM**  
**Safety Director**  
**Fit For Work**

Forrest Richardson is the Safety Division Director for Fit for Work, LLC, holds the international Certified Safety Professional (CSP) certification, Associate Safety Professional (ARM) designations and has over 23 years of experience in management and leadership experience.

From small businesses to large corporations, he understands the real-world demand for value. He is a Board-Certified Safety Professional, past chapter president and professional member of ASSE and Authorized OSHA Outreach Instructor for General Industry and Construction industries. He has been a guest speaker for local, regional organizations and professional development conferences and has facilitated hundreds of sessions across many different industries.

Forrest proudly served in the United States Army earning a Bachelor of Science Degree in Business Management and currently seeking his M.B.A. from Colorado State University. He has received training through the U.S. Department of Labor Occupational Safety and Health Administration Training Institute and Department of Defense.

**Monday, August 12, 2019 - 11:15 AM - 12:15 PM**  
**2B - The Case For Field Ergonomics**  
**David Watts, CIH, CSP**

Poor ergonomics leads to frustrated and fatigued workers who may not perform at the level they were originally trained. Five top benefits include reduction of costs, improves productivity and efficiency, improves quality, and improves employee engagement. Work related MSDs can be prevented through training, controls, and fitting the job to the person. Managers consider the following when making decisions: Will it increase our revenue; Will it decrease our costs; and Is it the right thing to do. The answer is "YES!" Plan to attend this presentation which concentrates on proven field application examples and program rollout strategy.

Learning Objectives:

1. To identify the goals and benefits of ergonomics to both the organization and employees.
2. How to initiate a program and keep it energized.
3. Useful tools and proven strategy to identify and evaluate field issues for mitigation.

**David Watts, CIH, CSP**  
**Project Manager**  
**Total Safety US**

David has over 40 years of safety and health experience including positions with Texaco, Shell, and most recently Total Safety. This is David's 10th year with Total Safety in a consulting role. He is an active member of the ASSP and AIHA and certified safety professional and certified industrial hygienist.

**Monday, August 12, 2019 - 11:15 AM - 12:15 PM**

**2C - The Case For SIF Investigation: Tips And Tricks To Help Promote SIF's  
Paul English, CSP, CHST**

If we apply Deming's 14 Points of Quality Management, how do you measure safety performance within your company? While traditional lagging indicators are still used to track serious injuries, including incident rates and workers' compensation costs these metrics are reactive at best. Serious Injury and Fatality, SIF events can occur every day if not identified and reviewed properly. As we continue through the 21st. Century and reclassify Heinrich's Causation Theory 88-10-2 Ratio also known as the "Safety Pyramid", organizations must become laser focused on root cause. Due diligence must be completed on near miss, property damage and first aid incidents to identify any characteristics that would classify the incident as a potential SIF event. By applying some of Deming's points, a SIF program can drive out fear of reporting, help eliminate numerical goals for measuring safety performance and breakdown barriers between management and the rank and file of your organization.

**Learning Objectives:**

1. Identify tools to help remove subjectivity of SIF Investigation
2. Define how to categorize SIF events to create better identification
3. Understand SIF potentials when communicating throughout an organization



**Paul English, CSP, CHST  
Area Safety Manager  
Commercial Metals Company, CMC**

Paul English, CSP, CHST is the current the Area Safety Manager for Commercial Metals Company located in Seguin, Texas. He has worked for Fortune 100 companies including Nestle and Ford Motor Company in different facets of safety, security and emergency response. While at Ford

Motor Company, he was the recipient of the President's Health & Safety Award for Innovation representing The Americas for reducing injuries and illnesses while launching 3 new vehicles.

He has a B.S. in Fire & Safety Engineering Technology an M.S. In Safety, Security & Emergency Management from Eastern Kentucky University and is currently a PhD candidate at Texas State University. He has numerous publications regarding incident investigation, process safety management, benchmarking safety metrics and emergency response. He is an active member of the American Society of Safety Professionals – South Texas Chapter.

**Monday, August 12, 2019 - 11:15 AM - 12:15 PM**  
**2D - Would you Watch Out For My Safety? ®**  
**The Power Behind Safety Motivation**  
**John Drebinger**

In a fun and engaging magical message, International Safety Speaker John Drebinger will inspire and help you teach your people how to be their brother's keeper in a positive and comfortable way. John gives people the "why" and "how" of working safely and the benefits of bringing that same safety mindset home with them. He shares how to help people take personal responsibility for their own safety and provides proven techniques to make people feel empowered to approach others in a safe and comfortable way, when conveying their safety concerns. You will leave this conference with new tools, passion and energy to help your people work safely and continue to build a stronger safety culture that prevents injuries!

**Learning Objectives:**

1. Have a fun time re-energizing your passion in helping people watch out for their safety and the people around them;
2. Be aware and learn techniques to overcome the hazards of complacency;
3. Take home skills to empower each other to care about each other's safety and techniques to help them comfortably share safety with others; and
4. Learn how to recognize and handle distractions safely and refocus when distractions occur.



**John Drebinger Jr.**  
**Certified Speaking Professional**  
**John Drebinger Presentations**

John Drebinger Jr. acclaimed international safety speaker and author has been delivering his dynamic safety presentations worldwide for the past 29 years and is known for injecting humor and passion to engage audiences to help people work safely.

John has a Bachelors' Degree in speech and is a Certified Hypnotherapist. A member of the National Speakers Association he has achieved their highest earned designation, CSP (Certified Speaking Professional). John is also a member of the famous Hollywood Magic Castle. He is an Eagle Scout and has been an active member of the Boys Scouts for over 50 years.

Some of John's client list includes: NASA, ExxonMobil, Toyota, Honda, General Motors, Motiva, PG&E, General Electric, Chevron, Bechtel, Diageo, all branches of the United States Military, VPPPA, ASSE, NSC, ConocoPhillips, Powder River Coal Co, General Mills, Valero, The FBI, Sherwin Williams, The US Forest Service and many more Fortune 500 companies and associations.

**Monday, August 12, 2019 - 2:15 PM - 3:15 PM**  
**3A - Using Critical Thinking To Prevent Errors**  
**Juanita Kirkpatrick, CSP**

Critical thinking is a mental process of discernment, analyzing and evaluating and is valued by employers. As an EHS professional this is an important skill to develop. The process will help in making better judgements, understanding problems that lead to errors, and provide clarity and credibility in decision making capabilities. The ability to think clearly and rationally is important in a leadership role.

**Learning Objectives:**

1. Apply Critical Thinking methods to problem solving
2. Identify bias that may cause errors in judgement
3. Examine and evaluate error causation for a better outcome



**Juanita Kirkpatrick, CSP**  
**Occupational Safety & Health Specialist**  
**The Boeing Company**

The last 2 years have been spent with the Boeing Company here in San Antonio MRO (Maintenance, Repair and Overhaul) providing safety guidance for the mechanics that work on our warfighter airplanes such as the C-17, F/A-18 and B-53. More specifically as the Design for Ergonomics and Workplace Safety Focal.

The bulk of my 25 year career has been providing EHS guidance for companies involved in heavy construction. Projects include 3.5 Billion dollar Chevron Phillips Chemical Cracker project in Baytown, \$580 million dollar Army medical hospital at Ft. Hood, Texas , Installation of 196 wind turbine “wind farm” in Corpus Christi, Tx and expansion of the Sacramento International Airport, Sacramento California.

**Monday, August 12, 2019 - 2:15 PM - 3:15 PM**

**3B - Workplace Exposure Assessment For Identified Respirable Crystalline Silica  
Jan Koehn, M.S., CIH**

This presentation will cover Workplace Exposure Assessment for Identified Respirable Crystalline Silica associated with Drywall Installation and Finishing Operations for New Construction.

Industrial hygiene professional and technical consulting services were provided for the Client to assist with OSHA regulatory standard compliance requirements related to identification, assessment, evaluation, and further implementation of pertinent control measures for limitation of occupational airborne exposures to Respirable Crystalline Silica (RCS). Initial workplace assessment by personal breathing zone airborne monitoring for two outlined job positions and further evaluation of drywall installation and finishing work activities were undertaken to determine compliance with current and proposed requirements of the OSHA Respirable Crystalline Silica standard for the Construction industry. Project field site visits were completed for personal exposure monitoring including extensive work observations associated with drywall installation and specifically finishing operations for new construction projects. Personal monitoring results indicated potential elevated airborne exposures to the quartz form of RCS especially involving surface sanding. Investigation of various additional control measures and provision of equipment recommendations and other potential engineering controls as well as assistance with development and implementation of an updated company written Respiratory Protection Program was addressed for the Client.

**Learning Objectives:**

1. Respirable Crystalline Silica exposure related to different job position/work tasks for drywall installation/finishing
2. Types and effectiveness of available control measures and various work practices for RCS occupational exposures
3. Recommendations provided for written Respiratory Protection Program based on current RCS exposure data



**Jan Koehn, M.S, CIH  
President  
JK, Inc.**

Jan Koehn, M.S., CIH has a B.S. degree from Texas A & M University in Microbiology (1979) and a M.S. degree from the University of Texas School of Public Health in Environmental Sciences Industrial Hygiene (1983). She has performed facility audits, designed sampling strategies, conducted site monitoring, and documented exposures for identified workplace hazards. She is a Certified Industrial Hygienist (CIH) by the American Board of Industrial Hygiene (ABIH) in Comprehensive Practice since 1987. Ms. Koehn has provided safety course instruction in 1997 - 2000 and for an Industrial Hygiene sampling and analysis course at the University of Houston-Clear Lake during 2008 - 2012, 2015 and also currently in 2019, and also teaches Industrial Hygiene Instrumentation annually at the University of Houston – Downtown from 2004 to present. She is a Board member of the Gulf Coast Local Section of AIHA and coordinates Continuing Education events, also a national member of both the American Industrial Hygiene Association as well as the American Society of Safety Professionals. She is President of JK, Inc., a full service industrial hygiene and indoor air quality consulting company, which has been in business and provided services within Texas and the U.S. for over 30 years.

**Monday, August 12, 2019 - 2:15 PM - 3:15 PM**  
**3C - Best Practices In Fleet Safety**  
**Phil Baxter**

As safety professionals, we are quick to identify areas of concern after arriving at a company or customer location. We often fail to identify the largest hazard in arriving at the location – transportation. This breakout session will explore a variety of methods utilized in a fleet safety program, to include administrative tasks through the latest in fleet safety technologies. The session will conclude with the review of a case study and the results of an employer’s implemented controls.

**Learning Objectives:**

1. Explore a variety of methods for Fleet Safety
2. Identify fleet safety control methods for various business cases
3. Review a case study related to seatbelt performance



**Phil Baxter**  
**DOT Manager**  
**ProFrac Services LLC**

Phil Baxter is the Corporate DOT Manager at ProFrac Services. Phil started his career in transportation as an undergraduate at Texas A&M University where he worked as a driver and trainer. Twelve years later, Phil oversees the day to day DOT compliance for the second largest privately owned hydraulic fracturing company in the USA. Over the course of his career, Phil has worked in a variety of Safety and DOT positions in the construction, transportation, and oilfield services industries.

**Monday, August 12, 2019 - 2:15 PM - 3:15 PM**

**3D - Well Servicing And Completion - Safety For Marginal Production  
Tim Martin, CSP, CFPS**

Workover and completion work is one of the most dangerous activities in the oilfield. This presentation will cover some of the common accidents with these activities, particular areas where inspections should be directed, shortcuts often taken by rig hands and will address some of the engineering controls that could be put into place to make this work safer.

**Learning Objectives:**

1. Identify improper use of rigs and shortcuts often taken.
2. Be able to inspect rig components and equipment such as drawworks, elevators and power tongs.
3. Recognize safety features on rigs and engineering controls that are available.



**Tim Martin, CSP, CFPS  
Senior Risk Control Consultant  
BITCO Insurance Companies**

Tim currently works as a Senior Risk Control Consultant for BITCO Insurance Companies. In his role at BITCO, he predominately services small to mid-sized oil & gas companies in Oklahoma.

Tim has worked for BITCO for 10 years and works closely with many workover/completion companies servicing the marginal wells found in his territory.

Tim has worked in risk management and safety since graduating college in 2006. He has a Bachelor's of Science in Fire Protection from Oklahoma State University. Tim is a Certified Safety Professional (CSP) and Certified Fire Protection Specialist (CFPS). He is the past President of the Tulsa Chapter of the American Society of Safety Professionals (ASSP) and remains involved in the organization.

**Monday, August 12, 2019 - 3:45 PM - 4:45 PM**  
**4A - The Importance Of Empathy In Safety**  
**Christopher Hall, CFI**

One of the most rewarding aspects of being a health and safety professional is the frequent interaction with people and the building of strong relationships to help individuals avoid accidents and injuries in the workplace. Although health and safety professionals typically receive intensive technical training during our academic preparations and on-the-job experiences, seldom do we reflect on how to effectively interact and communicate with the individuals we serve. This unique presentation showcases four key areas where health and safety professionals should consider utilizing empathy in their approach to build trust, strengthen relationships and even influence the culture of safety in a positive manner. Real life examples and case studies will be presented to highlight the importance of empathy including how and when it is best used.

**Learning Objectives:**

- 1) Who Are Our Customers
- 2) What Do Our Customers Need
- 3) How to Recognize Negative Invitations
- 4) Your Impact On the Customer



**Christopher M. Hall, CFI**  
**Safety Specialist, Occupational Safety & Fire Prevention**  
**The University of Texas Health Science Center at Houston**

Christopher M. Hall is a Safety Specialist of the Occupational Safety and Fire Prevention Group at the University of Texas Health Science Center at Houston. This group is a component of the Office of Safety, Health, Environment and Risk Management, which serves the entire health science center. He has over 8 years of experience in fire & life safety, which (for many years) aided the elderly & disabled. Christopher also holds a unique responsibility as a clergyman for over 8 years, speaking, serving, and saving, to be a positive light to the public as well as the professional sector. Christopher holds a Bachelor of Science degree in Architecture from Prairie View A&M University and he is currently pursuing a Master of Theology (TH.M) Degree at Dallas Theological Seminary.

**Monday, August 12, 2019 - 3:45 PM - 4:45 PM**  
**4B - That Awkward Moment When...Ergonomics**  
**Matthew Herron, MS, CSP, CPE**

As Safety Professionals, we all know that there is currently not an OSHA Standard in Ergonomics. However, across our industries we are seeing more and more work-related musculoskeletal disorders (WMSD) and injuries occurring in the workplace. Therefore, it can be a daunting task implementing an effective and sustainable ergonomics program.

This presentation focuses on how to develop and implement your organization's ergonomics program. Emphasis will be placed on the importance of ensuring a common level of understanding throughout your organization, how to identify signs and symptoms of WMSDs, practices to protect your personnel from ergonomics risks, and the review of the components of an ergonomics program. Finally, best practices and lessons learned will be imparted to assist you with sustaining your ergonomics program.

**Learning Objectives:**

1. Identify ergonomic risk factors of work-related musculoskeletal disorders.
2. Evaluate risk measurement methods and intervention/mitigation strategies.
3. Review the fundamental components of implementing an ergonomics program.



**Matthew F. Herron, MS, CSP, CPE**  
**Senior Safety Engineer**  
**Southwest Research Institute**

Mr. Herron has over 10 years of experience as a practicing safety professional. He has worked in a wide range of industries including healthcare, research and development, automotive, and aerospace in which he has developed, implemented, and sustained Ergonomics Programs. He currently serves as the Senior Safety Engineer for the Mechanical Engineering Division at Southwest Research Institute in San Antonio, Texas. In this role, he is the Safety Manager for the Safety Program and leads the continuous improvement efforts for the Institute's OHSAS 18001-based safety program. Mr. Herron has expertise in building, managing, and auditing occupational health and safety management systems, as well as applying occupational safety engineering, ergonomics/human factors, and industrial engineering principles to solve complex health and safety issues.

**Monday, August 12, 2019 - 3:45 PM - 4:45 PM**

**4C - Hand-Held Communication Devices - "Blessing Or Beast"**

**Gerry Luther, CIE, OHST**

Discuss the generational differences and similarities regarding electronic communication, how "smart phones" have become an attraction and a distraction to work, play, and communication, and why are we noting reluctance for face-to-face communication.

**Learning Objectives:**

1. Review history of communication;
2. Identify impact on individuals both at work and home;
3. Discuss impact on effective communication and methods of communication.



**Gerry Luther, CIE, OHST**  
**Chief Operating Officer, Caliche Mgt, LLC**  
**Caliche, Ltd**

Mr. Luther is a partner of Caliche, Ltd., an occupational health, safety and environmental management firm. As the Chief Operating Officer (COO), he is responsible for both technical consultation and business development for each of the two (2) Texas operating locations. Gerry has over fifty (50) years' experience in health and safety compliance programs to include the military, petrochemical, industrial, manufacturing, insurance, medical, governmental, commercial, and maritime.

**Monday, August 12, 2019 - 3:45 PM - 4:45 PM**  
**4D - Developing The Safety, Health, And Environmental Management Program At**  
**Brazosport College - 2004-2017**  
**Craig E. Litton**

**Tuesday, August 13, 2019 - 9:45 AM - 10:45 AM**  
**5A - Soft Skills: What Are They And How Can I Get Some**  
**Tommy Nipp**

It is often said that hard skills will get you an interview, but you need soft skills to get and keep the job. Research shows that 65% of unnecessary operating costs can be directly attributed to poor interpersonal skills, and soft skills reflect how you interact with others and present yourself.

How does soft skills training help your employees become more effective and efficient leaders?

- Develops the ability to communicate effectively
- Develops leadership skills
- Manages organizational conflict
- Give and receive feedback

Learning Objectives:

1. Identify the differences between Soft Skills versus Hard Skills
2. Examine the benefits of Soft Skills training
3. Evaluate statistics regarding Soft Skills



**Tommy Nipp**  
**Director of Training**  
**Houston Area Safety Council**

Tommy Nipp is the Director of Training for the Houston Area Safety Council. Nipp was first appointed Director of Training at HASC in 2015 and has been at the forefront of the turnkey skills training solution that features hands-on training, integrated virtual reality, workforce development, evaluations, and a focus on specific tasks with an emphasis on safety hazard recognition and proper techniques.

Among HASC's many training initiatives, Nipp is currently focused on LEAD (Leadership, Excellence, and Development) training. This program aims to develop influential leaders through a series of courses, including Foundational Leadership, Insightful Leadership, Conquering Public Speaking, and Emotional Intelligence.

Nipp was a Silver and Gold Leadership recipient for Bayer Corporation and holds numerous certifications from Lee College, Associated Builders and Contractors, American Management Association, Scaffold Training Institute, National Center for Construction Education and Research, and National Safety Council.

**Tuesday, August 13, 2019 - 9:45 AM - 10:45 AM**  
**5B - OSHA Injury Reporting - What's Old? What's New?**  
**Paul Hart, CSP**

Achieving and maintaining a culture of accurate injury reporting in the workplace can be challenging. A case study of success will be reviewed including a discussion of things you can do to help, or hurt, this effort. Also, OSHA recently updated the Recordkeeping rule and this session will cover the updated requirements and guidance from OSHA related to electronic injury reporting. You will learn what is required, what can work, and what to avoid, to improve injury reporting where you work.

**Learning Objectives:**

1. Summarize the latest guidance from OSHA on electronic reporting of injuries and illnesses
2. Identify how to promote complete and accurate reporting of injuries and illnesses (Case Study example)
3. Examine what not to do – avoiding retaliation with your incentive, disciplinary, and drug testing programs



**Paul Hart, CSP**  
**Director, Health & Safety Services**  
**CTEH**

Paul is the Director of Health & Safety Services for CTEH, a company that helps people prepare for, respond to, and recover from threats to their environment. Paul has a Bachelor's degree in Safety from Murray State University and a Master's in Industrial Hygiene from the University of Oklahoma Health Sciences Center. He has worked in the oil and gas, retail, manufacturing, and consulting industries in his 21 year career.

Paul is married with three children. He enjoys mountain biking and working on cars. His family is also a foster family in Arkansas, providing a safe place for foster children as they transition to their forever family.

**Tuesday, August 13, 2019 - 9:45 AM - 10:45 AM**  
**5C - H2S: Devil's Breath**  
**Krishna Marker, CSHO**

Learning Objectives:

- 1) Why H2S is know as the Devil's Breath to myself and my family
- 2) How the Texas Railroad Commission Rule 36 became a Texas State Law
- 3) How can we change our communication skills to protect public communities and works where H2S is present



**Krishna Marker, CSHO**  
**Professional Educator**  
**MM Safety & Consulting, INC. & TEEEX**

**Tuesday, August 13, 2019 - 9:45 AM - 10:45 AM**

**5D - Managing Risk vs. Managing Safety - How You Can Add The Most Value To Your Organization**  
**Mark Gaskamp, CSP, CRM, ARM, CIC, CPCU, ALCM**

As a safety professional how are you adding value to the organization? This presentation will provide attendees ideas to look at safety with a "risk management" mind set to help better manage the organizations total cost of risk. We will look at areas where safety managers can play a vital role in helping the organization manage risk and identify opportunities for safety professionals to become more valuable to the organization as a whole.

**Learning Objectives:**

1. Examine how safety fits within the risk management process
2. Evaluate where safety professionals can expand their roles to be more valuable to the organization
3. Identify tools to improve injury management programs safety qualification processes, and accident investigation procedures



**Mark Gaskamp, CSP, CRM, ARM, CIC, CPCU, ALCM**  
**Senior Vice President**  
**Marsh Wortham**

Mr. Gaskamp is responsible for leading the Risk Management Practice and a variety of other roles for the Marsh Wortham Austin office. His responsibilities include partnering with clients to develop and implement risk control strategies to reduce their organizations overall cost of risk. He provides value added services for clients in a variety of industries including construction, real estate, energy, retail/service, public sector, and education.

Mr. Gaskamp joined Wortham in 2004 and has worked in the insurance and risk management profession for since 1988. Prior to joining the firm, Mark served as a Senior Underwriter for The St. Paul and St. Paul Travelers organization. He has also held various positions in the St. Paul Risk Control unit, which included: Regional Supervisor, Risk Management Account Specialist, Regional Public Sector Specialist, and National Specialist for the Professional Specialty unit. He worked closely with safety and risk management professionals to coordinate, develop, and implement accident prevention programs which positively impact the organizations overall cost of risk. He also served as a Risk Consultant for Corporate Systems responsible for data analysis and risk management information consulting for Fortune 500 companies, Third Party Administrators and Insurance carriers.

Mark is very active in the safety and risk management community. He has served as national faculty member of the National Alliance Certified Risk Manager's program since 2002, and as an adjunct Risk Management professor at the University of Texas at Austin. He has also served as the President of the Central Texas Chapter of the American Society of Safety Professionals (ASSP). In 2009, Mark was the recipient of the Safety Professional of the Year for ASSP Region III (Texas, Oklahoma, & Arkansas). He currently chairs the Risk Management Committee for the Rio Texas United Methodist Conference, responsible for insurance and risk management for over six hundred churches in South Central Texas. He has also serves on the safety committee for the Association of Building Contractors, Association of General Contractors, Texas Aggregate and Concrete Association (TACA). Mark has published numerous insurance and risk management articles and presented at regional and national professional development conferences for organizations including the American Society of Safety Professionals (ASSP), Risk and Insurance Management Society (RIMS), Construction Financial Management Association (CFMA), Association of Building Contractors (ABC), Association of General Contractors (AGC), International Risk Management Institute (IRMI) and Public Risk & Insurance Management Association (PRIMA).

Mr. Gaskamp is a Certified Safety Professional (CSP) and holds the Certified Risk Manager (CRM), Certified Insurance Counselor (CIC), Chartered Property Casualty Underwriter (CPCU), Associate in Risk Management (ARM), and Associate in Loss Control Management (ALCM) professional designations. He holds a Bachelor of Business Administration in Risk Management and Finance degree from the University of Texas at Austin.

**Tuesday, August 13, 2019 - 11:15 AM - 12:15 PM**  
**6A - Developing A High Functioning Safety Team**  
**Michael King**

A high functioning safety team requires “expansion of the box” thinking in order to establish or improve a safety culture. This requires understanding the overall team and the smaller teams within, non-traditional ideas of the people on the safety team and the personality types that make up the team. This course will cover what “expanding the box means”, the components of the team and sub team, the 6 personality types that may be found in a team, the core components of Trust that must be used to build and maintain a high functioning team and when to lead versus when to manage.

**Learning Objectives:**

1. Identify Teams, sub-teams and the 6 types of personalities that can be found in a team
2. Identify strategies to defeat the perception of conflict between, safety, quality and production.
3. Identify the components of Trust and how to utilize them to strengthen the team
4. Examine when to lead and when to manage



**Michael King**  
**EHS Manager**  
**US Engineering**

Michael King has worked in the safety field for over 12 years in the construction, civil/heavy civil, industrial and manufacturing industries. He has worked with General Contractors, subcontractors and as a professional safety consultant as well. He has learned that the OSHA Safety Program, Army Corps of Engineers Safety Programs and the individual state programs are great starting points for safety, but the truly integrated safety cultures come from strong relationships, high performing teams and trust.

**Tuesday, August 13, 2019 - 11:15 AM - 12:15 PM**  
**6B - Active Shooter Survival**  
**Mike Bewley, CSP, CUSP, MBA, MA, EMT-B**

Active shooter survival classes are often limited to presentations of "Run, Hide, Fight or ALICE", but do not address the complete active shooter scenario and the safety professional's role in preparing the workforce to survive this event. This presentation analyzes the hazard by breaking down the active shooter into their respective types, illustrates the role of the internet in these events, and then delves into the personality characteristics that all types of active shooters possess. The class will discuss how to properly implement "Run, Hide, Fight", alternative survival strategies, the dynamics of the Active Shooter Event, and the public safety response doctrine. The class will then deal with the aftermath of the incident including first aid and how to integrate into the public safety response.

**Learning Objectives:**

1. Be able to categorize the typology of Active Shooters
2. Identify the dynamics of the Active Shooter scenario
3. Apply Immediate responder first aid and integrate into the Public Safety Active Shooter Response Doctrine



**Mike Bewley CSP,CUSP, MA, MBA, EMT-B**  
**Safety Manager**  
**City of Austin Public Works**

Mike Bewley spent 23 years in Austin Fire Department before retiring with the rank of Captain. While at the Austin Fire Department, Mike developed training, policies and procedures dealing with Firefighter safety, Firefighter rescue, and High Consequence Incident Survival. Mike then spent four years at the Texas Division of Emergency Management serving as Plans Unit Supervisor in charge of the Plans Unit, Critical Infrastructure/Key Resources Unit and the Hurricane Officer program. He is currently the Safety Manager for the City of Austin Public Works Department.

He has a BA from Western Illinois University, an MBA from Colorado State University, a Master's in Emergency Management from American Public University System, and has designations as an EMT and Certified Safety Professional.

**Tuesday, August 13, 2019 - 11:15 AM - 12:15 PM**  
**6C - Impairment In The Workplace - A Vehicle Is A Workplace**  
**Lisa Robinson, CFLE**

Motor vehicle crashes are the leading cause of occupational fatalities and are the most important part of an employer's health and safety management system and overall culture, yet the impact of crashes tend to be the most overlooked. An average workplace motor vehicle crash costs an employer more than \$24,000. If the employee is injured, the average cost increases to more than \$125,000. Safety training should not end at the door and if your employees use a vehicle for work (fleet, sales, meetings, etc.), as an employer, you are responsible for their safety behind the wheel. In this session, Lisa will discuss the roadway as an extension of the workplace and the policies employers should consider having. She will also discuss employer liability and how to limit exposure. Employees are an employer's most valuable asset. Protecting your company against potential liabilities and savings lives makes good business sense. Best practices will be shared along with practical application tips.

**Learning Objectives:**

1. Why employers should be concerned about employee driving safety
2. Why traffic safety should be a part of company culture
3. Understand employer policies and exposure to liability



**Lisa R. Robinson, CFLE**  
**Senior Program Manager**  
**National Safety Council**

Lisa Robinson is an experienced public speaker with more than 20 years of expertise in successfully addressing behavior change. She brings passion and enthusiasm to the topic of transportation safety.

As a senior program manager with the National Safety Council, she works on influencing behavior and policy change through effective and proven strategies to address preventable motor vehicle crashes, aligning with the Council's transportation initiatives. She serves as a subject matter expert and spokesperson for transportation safety, building strong relationships within the employer and transportation communities, including state governmental agencies.

Lisa works with employers to strengthen their health and safety management systems by increasing their resources and knowledge of transportation safety and comprehensive driver safety programs. She works diligently to educate employers about the roadway as an extension of the workplace, and the importance of implementing policies to decrease risk and exposure to liability.

Prior to joining the National Safety Council, Lisa worked with Texas Courts. She holds a Bachelor of Science degree from Oklahoma State University and the designation of Certified Family Life Educator from the National Council on Family Relations. Lisa is a member of ASSP, the National Association of Women Highway Safety Leaders, Impaired Driving Task Force, TxPRIMA, a CPS Technician, an Alive @ 25 certified instructor and is Car Fit trained.

**Tuesday, August 13, 2019 - 11:15 AM - 12:15 PM**  
**6D - Safety As A Customer Service**  
**Daniel Boreman**

The saying goes, "it's not what you say but how you say it". In this presentation we explore some effective communication techniques for both delivering and receiving information in safety, work and even at home. We will discuss how a few customer service experiences, both good and bad, helped the presenter to redefine and improve his approach to positive and effective communication.

**Learning Objectives:**

1. Identify the difference between effective and ineffective communication
2. Discuss key components of safety related interactions
3. Review talking tips to employ during coaching moments and safety interactions



**Daniel Boreman**  
**Director of Risk Assessment**  
**EMSI**

Daniel Boreman is the Director of Risk Management at EMSI with more than twelve years of experience in safety, rescue and emergency response. Daniel is a committed safety professional with a proven background in; program development and execution, training, compliance and team building. Daniel combines his years of practical experience and high energy to deliver informative and entertaining training sessions. Daniel is a Husband to one, Father to five, writer, veteran, safety nerd and a "People Enthusiast".

**Tuesday, August 13, 2019 - 2:15 PM - 3:15 PM**  
**7A - Serious Injury Prevention: Three Different Approaches**  
**Angelica Grindle, Ph.D & Terry McSween, Ph.D**

Recent studies demonstrate that preventing serious injuries and fatalities (SIFs) requires a more focused approach than broader programs that target incident reduction. This session will present three different approaches used by organizations with different needs and different types of exposure to the potential for serious injuries. Dr. Grindle will begin this session with a discussion of a systems approach that focuses on improving the functioning of the safety systems that most organizations rely on to prevent SIFs. Dr. McSween will discuss two alternative approaches that address different organizational needs. Serious Incident Prevention® for Supervisors is a process of field verification of critical safety systems that organizations often rely on to prevent SIFs. The third approach illustrates how one organization integrated Serious Incident Prevention® within an existing BBS process in a way that increases the values of their existing BBS process and helps promote broad employee engagement in the company's Serious Incident Prevention® efforts.

**Learning Objectives:**

1. Participants will learn how merging proven performance management principles with sound risk management practices can address safety systems to help prevent serious incidents and fatalities
2. Participants will learn a systematic, straightforward model for developing and implementing an effective Serious Incident Prevention process by addressing safety systems
3. Participants will be able to describe three different approaches to reduce the probability of serious incidents and fatalities.



**Terry McSween, Ph.D.** is CEO of Quality Safety Edge (QSE). In 1990, Terry founded QSE, a company that specializes in the application of behavioral technology to create employee-driven safety and quality improvement efforts. Terry is the developer of Values-Based Safety™, which creates ownership for organizational change through local-level employee involvement in the safety design process.

Considered one of the world's leading authorities in behavior-based safety, Terry has 30-plus years of experience consulting in educational, institutional, and business settings. He is the recipient of local and national awards for his work in behavioral safety and is actively involved with a number of business and professional organizations. A speaker at safety conferences worldwide, Terry also founded the annual Behavioral Safety Now Conference (BSN). He has published over 100 articles and authored the seminal book on behavior-based safety: *The Values-Based Safety Process: Improving Your Safety Culture with Behavior-Based Safety*.



**Angelica C. Grindle, Ph.D.** is President of Quality Safety Edge. Dr. Grindle has successfully designed, implemented, and evaluated behavioral and process improvement systems in a wide variety of organizational settings. As a Ph.D. level behavior analyst, Dr. Grindle specializes in the application of behavioral science technology to improving workplace safety and other key organizational objectives. She focuses on ensuring strategic initiatives align with key processes, are customized to work with unique organizational needs, and are supported by key stakeholders. She is also the co-developer of BBS Essentials®, a product which

enables small companies to reduce the time and manpower required to design and implement behavioral safety processes.

Dr. Grindle has numerous publications and is a contributor to the book *The Values-Based Safety Process: Improving Your Safety Culture with Behavior-Based Safety* by Terry McSween, founder of QSE. Angelica is a coordinator for the Behavioral Safety Now conference.

**Tuesday, August 13, 2019 - 2:15 PM - 3:15 PM**  
**7B - Graphic Misuse Learning Not To Be Deceived**  
**By Graphs And Charts**  
**Scott Sloan, ARM, CRM, CSHM, CSP**

This presentation will discuss ways that charts and graphs misrepresent the data they are designed to represent and how attendees can recognize these errors. Ways to accurately represent the data will also be discussed and the presentation will conclude with information about how to make attendees charts more effective and useful.

**Learning Objectives:**

1. Learn what graphic integrity means
2. Learn how to recognize graphic integrity and dis-integrity
3. Learn techniques to make your charts and graphs incorporate graphic integrity



**Scott Sloan, ARM, CRM, CSHM, CSP**  
**Director of Risk Control**  
**CompSource Mutual Insurance Company**

Scott Sloan received his undergraduate degree in Industrial Safety from the University of Central Oklahoma. He earned a Masters degree in Business and Human Relations from Amberton University in Garland Texas and a Masters of Public Health in Environmental Science from Texas A&M. Scott holds the designations of CSP (certified safety professional), CSHM (certified safety and health manager), ARM (associate in risk management), and CRM (certified risk manager). Scott is the Director of Risk Control for CompSource Mutual Insurance Company and has over 25 years' experience in the safety and health field. Scott has experience working with multiple insurance carriers and has conducted business nationwide. He has been a presenter at local, regional and national professional development conferences, as well as a guest lecturer at Texas A&M University.

**Tuesday, August 13, 2019 - 2:15 PM - 3:15 PM**

**7C - The Changing Landscape Of The Workplace: Recruiting, Managing & Retaining 5  
Generations**

**Scott Lesnick, CSP**

**Tuesday, August 13, 2019 - 3:30 PM - 4:30 PM**  
**8A - Building Accountability For Safety Leadership**  
**Terry McSween, Ph.D**

Dr. McSween will review several studies on safety leadership and discuss the evolution of different strategies for building accountability. He will discuss the model that QSE uses in planning leadership support for safety improvement initiatives and the elements of that model that are often most important to successful outcomes. Finally, he will illustrate the use of the model in building accountability to create alignment of safety goals across all levels of an organization.

**Learning Objectives:**

1. Participants will learn three strategies for improving accountability for safety leadership
2. Participants will understand the importance of visible safety leadership.
3. Participants will know two sets of leadership practices that need improvement in many organizations.



**Terry McSween, Ph.D.** is CEO of Quality Safety Edge (QSE). In 1990, Terry founded QSE, a company that specializes in the application of behavioral technology to create employee-driven safety and quality improvement efforts. Terry is the developer of Values-Based Safety™, which creates ownership for organizational change through local-level employee involvement in the safety design process.

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**Tuesday, August 13, 2019 - 3:30 PM - 4:30 PM**  
**8B - Why Do I Do What I Do and Why Do You Do What You Do? Adventures In**  
**Understanding Communication**  
**William Sampson**

**Wednesday, August 14th, 2019 - 8:00 AM - 11:15 AM - Workshop**  
**9A - 7 Principles Of Influence**  
**Denis Baker, CSP, ASP, CRIS**

Safety Professionals have the opportunity to influence more people than any other position within an organization. Think about it. Executives are relegated to an office environment and seldom experience the field or manufacturing dynamics. Managers and supervisors have assigned areas of responsibility and seldom venture outside of their area. They may understand the departmental dynamics, but not necessarily how it affects the rest of the worksite or organization. YOU, on the other hand, have responsibility for the entire facility, region or area. Much of your workday is spent in the field or on the floor (or at least it should be!).

I have identified 7 Principles, which if followed, will increase your leadership, and influence behavior in the workplace and beyond. Follow these and lead to success!

**Learning Objectives:**

1. Define the 7 Principle to Becoming an Influential Safety Leader
2. Apply each principle to effectively influence behavior
3. Establish a sustainable process for continual influence in the workplace



**Denis Baker, CSP, CRIS**  
**Nations Health and Safety Manager**  
**Ferguson PLC**

As a former VP and Safety Executive, Denis quickly found out that influence was the only way to lead others. John Maxwell says, "Leadership is influence, nothing more, nothing less." As Denis reflected on his past leadership struggles, he realized how relevant John's quote is. Because, without influence, there is no leadership, and if there is no leadership, you can achieve

nothing worthwhile.

In addition to his safety-related experience, Denis has become a respected leadership advisor and expert to many individuals, companies, and organizations. Denis has a weekly LinkedIn post titled, "Insights for Influence," where he provides practical and realistic insights to increase one's influence. Denis is an Executive Director for the John Maxwell Group and is a certified leadership Coach, Trainer, Keynote Speaker, and DISC Behavioral Consultant. He currently serves as the National HSE Leader for Ferguson Fire & Fabrication. He is a passionate person of influence committed to teaching and communicating practical and relevant influencing techniques. His uniquely passionate and emotionally driven style resonates with many, creating a desire for change thus becoming a more effective leader.

**Wednesday, August 14th, 2019 - 8:00 AM - 11:15 AM - Workshop  
9B - Employee Engagement Myth Or Magic  
Gary Higbee, EMBA, CSP**

We often hear statements like:

- “We can’t seem to get our employees involved”
- “We need to get our employees on the same page”
- “No one seems to care”
- “Our employees seem to have their own agenda”

Getting the employees engaged takes a lot more than simply wanting them to be engaged. The task is a function of cultural change and changing culture can be hard work, but it doesn’t have to be. Mr. Higbee will use real life stories and experience that will help make your journey a little easier and much more likely to be successful.

Learning Objectives:

1. Learn what Employee Engagement looks like
2. Learn how to measure Engagement
3. Learn a system designed to improve Engagement
4. How to execute the plan to improve engagement & performance



**Gary A. Higbee, EMBA CSP**  
**President/CEO Higbee & Associates, Inc.**  
**Principal North American Management Institute**  
**Senior Global Consultant SafeStart/SafeTrack**

Gary has over 50 years of experience ranging from working on the factory floor to upper management. His assignments include positions in Production Engineering, Safety and Environmental Engineering, Production Management, Corporate Director, Vice-President and President/CEO.

Gary has an MBA from the University of Iowa and is a board certified safety professional. Gary is a past recipient of the Safety Professional of the Year award for region IV of the American Society of Safety Engineers. In 2010 Gary received the Distinguished Service to Safety Award from the National Safety Council. The DSSA is the National Safety Council’s highest individual award. He is considered an expert in Traditional and Behavior Based Safety Technologies as well as Complex Organizational Change Initiatives.

Gary’s book coauthored with Larry Wilson “Inside Out: Rethinking Traditional Safety Management Paradigms” was released in 2010 and is already in its third printing.

In addition to his consulting, Gary has published many articles and is a frequent Keynote speaker around the world. Having just completed his first 12 week speaking tour of 2019. His recent topics include "New Perspectives in Risk Assessment", Employee Engagement Myth or Magic", "Managing Complex Change Initiatives", "Nine Steps for Changing your Safety Culture", "Breaking the Cycles of Risky Behavior", "Predicting Human Performance", "Frustrations in Safety", "Five Stages to World Class Performance", "Visionary Leadership" and "Managing Complex Change".

Using his over 50 years of experience and a sense of humor Gary has become an internationally known speaker on safety, health, environmental and business issues.

**Wednesday, August 14th, 2019 - 12:00 PM - 3:15 PM - Workshop  
10A - Corporate Safety Management Skills  
Mark Hansen, PE, CSP, CPEA, CPSA, CPE**

Safety professionals are trained to DO safety but rare is the case that they are trained in the skills of finance and working with senior management. This four-hour class will present an overview of the skills necessary to succeed.

**Learning Objectives:**

1. Managing Safety and Managing Staff
2. Budgeting and Handling Downsizing
3. Implementing Safety at the Corporate Level



**Mark D. Hansen  
Director, Risk Management  
Contek Solutions LLC**

Mr. Hansen has a B.S. in Psychology and a M.S. in Industrial Engineering, specializing in Safety and Ergonomics, both from Texas A&M University. Mr. Hansen is a Licensed Professional Engineer (TX), a Certified Safety Professional, a Certified Environmental Auditor, a Certified Process Safety Auditor and a Certified Professional Ergonomist. Mr. Hansen has over 30 years experience in the oil and gas industry in EH&S at both domestic and international locations. Highlights include achieving a 0.0 Total Recordable Incident Rate with two different companies. Areas of expertise include management systems development, EHS program implementation, culture change, in both field operations and the C-Suite.

He is currently the Past-President and Fellow of the American Society of Safety Professionals (ASSP) and continues to serve as Chairman of the Business of Safety Committee. Mr. Hansen has authored over 150 technical publications four books on career development. He is the past recipient of the Edgar-Queeny Monsanto Safety Professional of the Year Award in 1992-1993 and the Culbertson Outstanding Volunteer Service Award in 1991-1992 issued by ASSP.

**Wednesday, August 14th, 2019 - 12:00 PM - 3:15 PM - Workshop**  
**10B - Using Behavioral Technology To Achieve A World-Class Safety Culture**  
**Angelica Grindle, Ph.D**

The last century has brought amazing breakthroughs in how organizations manage safety and reduce incidents. However, despite more training programs, signs, job-aids, procedures, and policies, people are still getting hurt. When we analyze these incidents, it is often clear that someone could have done something to prevent or lessen the severity of the incident. As such, by increasing levels of employee engagement and the consistency of safe practices, we can reduce incidents. Please join Dr. Angelica Grindle as she discusses the key features and critical components of a successful Behavior Based Safety process including:

- What are the critical components and key features of a behavioral approach?
- What kind of results can such a process achieve?
- What are the steps to designing and implementing a behavior-based safety process?
- How do you achieve strong employee engagement and ownership?
- What is the role of leadership in an employee driven process?

**Learning Objectives:**

1. What are the key practices in a world-class safety culture and how can we define and achieve them?
2. How do you achieve strong employee engagement in and ownership of safety improvement efforts?
3. What are the critical components and key features of a behavioral approach to improving safety?



**Angelica C. Grindle, Ph.D.** is President of Quality Safety Edge. Dr. Grindle has successfully designed, implemented, and evaluated behavioral and process improvement systems in a wide variety of organizational settings. As a Ph.D. level behavior analyst, Dr. Grindle specializes in the application of behavioral science technology to improving workplace safety and other key organizational objectives. She focuses on ensuring strategic initiatives align with key processes, are customized to work with unique organizational needs, and are supported by key stakeholders. She is also the co-developer of BBS Essentials®, a product which enables small companies to reduce the

time and manpower required to design and implement behavioral safety processes.

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