Light My Fire

Don Williamson
September 2005
Light My Fire
INJURY INCIDENT RATES

RGI TOTAL OPERATIONS (Fiscal Years ‘97–’00)

<table>
<thead>
<tr>
<th>Year</th>
<th>Injury Incident Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>'97</td>
<td>4.72</td>
</tr>
<tr>
<td>'98</td>
<td>3.75</td>
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<tr>
<td>'99</td>
<td>3.41</td>
</tr>
<tr>
<td>'00</td>
<td>3.57</td>
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Burning desire at the top to improve
Answer was found outside the company
Burning Desire

+

Vehicle
Level 5 Leadership

- “It’s not just about humility and modesty. It is equally about ferocious resolve, almost stoic determination to do whatever needs to be done to make the company great.”

- “Level 5 leaders are fanatically driven, infected with an incurable need to produce sustained results. They are resolved to do whatever it takes to make the company great, no matter how big or hard the decisions.”

Good to Great
Jim Collins
Essential to success: Line management ownership of safety
11 Elements of the Safety Program

1) Leading indicators vs trailing indicators
2) Safety audits
What you do speaks so loudly that I cannot hear what you say
11 Elements of the Safety Program

3) Begin every meeting with safety
4) Near miss reporting
5) Corporate safety committee
6) Begin each shift with 5 minute safety meeting
11 Elements of the Safety Program

7) 1\textsuperscript{st} Category of performance review
8) Annual training
9) Job safety analysis
10) 8 Cardinal rules
11) Safety professionals are vocal
Conclusion
“Life is action and passion; therefore it is required of a man that he should share the passion and action of the time, at peril of being judged not to have lived.”

Oliver Wendell Homes, Jr.
Injury Incident Rate
FY’00-FY’05

<table>
<thead>
<tr>
<th>Year</th>
<th>Incident Rate</th>
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<tbody>
<tr>
<td>FY'00</td>
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<tr>
<td>FY'01</td>
<td>3.07</td>
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<tr>
<td>FY'02</td>
<td>1.82</td>
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<td>FY'03</td>
<td>1.37</td>
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<td>FY'04</td>
<td>1.49</td>
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<tr>
<td>FY'05</td>
<td>1.46</td>
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Number of Injuries
FY’00-FY’05

- FY’00: 66
- FY’01: 56
- FY’02: 33
- FY’03: 22
- FY’04: 23
- FY’05: 23
Light The Fire