

SMILE AND CARE

(YOUR NEWSLETTER FROM CGAS)

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Corporate Governance
Advisory Services

VOICE OF THE DISTINGUISHED GUEST

JC SEKAR
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Safety professionals often lament on the lack of appreciation of safety from leadership. Safety professionals, in turn, are often lectured on the need to “talk the language of business”.

Why do we have this chasm?

Sometime back, I did a social experiment with friends and business associates. This was not a scientific study. I asked for responses to a hypothetical scenario for which there were no right/wrong answers.

It is late in the night and you are driving back home and in a bit of a rush to attend to a medical emergency at home. You reach a cross road and blame your luck as the signal turns Red. You know it will take at least 3-4 minutes before the signal turns in your favour. You have clear visibility of all roads and are certain there is no vehicle anywhere in sight. You are also aware there are no traffic cameras keeping an eye on you. What would you do:

1. Wait for the signal to turn in your favour and then proceed.

2. Take a chance, break the signal, and proceed.

There were some clear patterns with the responses.

1. About 60% of the responses were in favour of following the rules. (Option 1).

2. Amongst Safety professionals Option 1 was closer to 90%.

3. But with non-safety professionals, Option 2 was preferred by around 80% of the respondents.

The results points to the chasm that divides business managers and safety professionals. Safety folks tend to have a “Compliance mentality”. On the other hand, Business Managers seem to be more “Risk Oriented”.

So what should you do if you are a safety professional?

1. Move beyond compliance. Do not say “what” but articulate the “why” behind proposed risk controls. There are times when you can be out of compliance but still in control of the risk. This will earn you respect from the business leaders.

2. Have a better appreciation of “Risk Based Thinking”. This goes beyond situational risks and includes overall risks and opportunities to business. This necessitates a broad understanding of the central and peripheral issues.

3. Understand the difference between taking a risk and being reckless.

It takes a knowledgeable Safety Professional to do all this. Keep learning!

Views expressed here are of the Author and do not reflect official opinion and/or endorsement by Corporate Governance Advisory Services. He can be reached for any clarifications at jc@acuizen.com

There is no such thing as ‘away’. When we throw anything away it must go somewhere.” - Annie Leonard, Proponent of Sustainability



**NARENDRA
PATIL**



**DR VINIT
MISHRA**

RECENT UPDATES

CGAS continues its expansion into new subjects and geographies with the induction of the following members into the team:

Narendra Patil - Occupational Health & Safety expert in Pune

Dr Vinit Mishra - Legal expert with knowledge of multiple countries including India, Oman, and Fiji at Varanasi.

NEW PARTNERS

CGAS is pleased to announce partnering with new knowledge and channel partner, Environmental Management Centre LLP to expand the service portfolio of both the organization and provide local access to client in Maharashtra, North India and Tamil Nadu.



LEARNING OF THE MONTH

MR JAMES RATHEBAR
PH.D., CPE, LSSMBB
DIRECTOR OF ERGONOMICS- FIT
FOR WORK



- Improved quality
- Less errors Less rework
- Improved return-on-investment

Reduced risk of employee injury, stress, burnout, turnover, etc.

How to Implement Lean Ergonomics

Lean Ergonomics begins with a human-centric approach. If you begin with a technology-centric approach, the human operator/employee is forced to adapt...which sets not only the human, but the entire system, up for failure.

Next, if you want to change the job/job process for the better, you must know the job. You do not have to be an expert at performing the job, but you must know what the job involves to make effective and sustainable change. Once you have that information, you can develop recommendations to optimize the system.

Summary

Lean Ergonomics, if designed, developed, implemented, and evaluated appropriately, is a great method to improve productivity without increasing the potential for injuries to employees. This human-centric methodology can be applied in any/all work environments/settings and is necessary for systems optimization.

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No matter what role you are in, one of the tightropes we walk is improving performance without increasing the demands places on the human operators. Lean Ergonomics is a great methodology to utilize to ensure we are aligning our continuous improvement initiatives with our business metrics, as well as with the capabilities of the employees performing the work.

What is Lean Ergonomics?

Lean Ergonomics is continuous improvement through ergonomic solutions. Lean principles are concerned with reducing waste or non-value-added processes. Lean Ergonomics is concerned with reducing waste in the form of processes that place the worker at an increased risk of injury.

Benefits of Lean Ergonomics

The primary benefit of Lean Ergonomics is systems optimization. If you optimize the system, the benefits of doing so are:


- Improved productivity/performance

ENGAGEMENT OPPORTUNITIES


SUSTAINABILITY EXCELLENCE INITIATIVES

CGAS team with its experts would be glad to partner with you in your journey towards Sustainability Initiatives like British-5 Star Environmental Award, CII-ITC Sustainability Awards and sector specific programs like Protect and Sustain for fertilizer sector. Please contact us for assessments and consulting support.

Smile News

Efforts led by Save Life Foundation and Mahindra & Mahindra help reduce accidents by 43% in four years, click 
[Towards Zero Fatality Corridor](#)

Care News

Karim Ul Haque(55), Padma Shree Awardee of 2017 ferries over 5,500 patients on his motorbike. Click 
[Ambulance Dada](#)

EHS News

Ms Aditi Garg, IAS, finds a solution to monetize green projects, click [Indore- the first Indian City to earn Carbon Credits](#) 

EDITORIAL DESK



Ajay Sachdeva

V S Mathur

T S Sriram

Sanket Shah

MESSAGE

We bring experience from Singapore & US in the current issue on topic of Risk based thinking (RBT) & Lean Ergonomics (LE). RBT is not confined to negative outcomes, rather It should be used by organizations to identify opportunities. These represent the positive side of risk. All Lean philosophies have their roots in reducing or eliminating one of the seven "deadly" forms of waste, making it easy to incorporate safety by identifying the safety issues that need attention. CGAS Team will be pleased to receive your feedback.



Taking Responsibility with Smile

CORPORATE GOVERNANCE ADVISORY SERVICES

To Make "Smile and Care" a Key Enabler in the global arena of Corporate Governance

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