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OSHA – CCIA – CONN-OSHA 2nd Annual Safety Alliance Conference

Tuesday, September 9, 2014

7:30 am – 1 pm

Best Western Plus, North Haven

The CT Construction Industries Association (CCIA), Federal OSHA and CONN-OSHA are partnering again for the 2nd Annual Safety Alliance Conference!

7:30 am - Registration

8:00 am - Welcome

8:15 am - Noise in Construction

9:30 am - Isocyanides in Spray Foam Insulation

10:30 am - Break

10:45 am - Equipment Movement on Construction Sites

11:45 am - Boxed Lunch

12:00 pm - Workers Compensation Claims Management

1:00 pm - Wrap-up

Register by September 3, 2014 via email: chall@ctconstruction.org.

Online at: www.ctconstruction.org/safetyconference

Registration & Details: [Registration Form](#)

Looking for Material for Your Safety Committee Meeting or Tool Box Talks?

Here is the link to the Federal OSHA list of Fiscal Year 2014 Fatalities and Catastrophes To Date:

https://www.osha.gov/dep/fatcat/fy14_federal-state_summaries.pdf



**ASSE New England Area
16th Annual Professional Development
Conference**

“Learning From Each Other”

**December 2 and 3, 2014
Crowne Plaza Hotel, Warwick, RI**

Why Attend?

- **Build your Professional Network** – over 300 Safety Professionals attending
- **Education - Learning From Each Other** - General & Concurrent Educational Sessions
- **New Products** that support our work - Full Day Exhibitor Exposition
- **Continuing Education** - Earn CEU's / CM's
- **Bit of Fun** – Activities

**Learning From Each Other - General &
Concurrent Educational Sessions**

Learn from local and national speakers covering a wide range of relevant safety topics that will expand your knowledge and perspective. This conference will include topics such as regulatory and OSHA updates and overviews, electrical safety, emergency response, fall protection, fire protection, fleet safety, risk management, industrial hygiene, safety leadership, training, workplace violence, safety management systems, life safety, and many more.

New Products - Full Day Exhibitor Exposition

Learn about the latest in safety and health products and services. Exhibitors at the conference provide attendees with the opportunity to see what's available, what's new, who to talk to and where to find the things we need. Attendees can also make new contacts and reinforce old ones with companies that support the health & safety discipline. Our Exhibitors are there to help you.

This is our most popular New England Area event every year – don't miss it!

The Firebird Forum: Culture
(Editor's note: If you're not on this guy's e-mail list, you're crazy!)

Occasionally items in the news and in discussions prompt reflections on specific topics. One of the recurring topics is culture. This month I jotted down some reflections to share. Click here: [Culture](#)

I hope that you will share some of your reflections on culture.

Take care,

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Mission: Saving lives, pain, assets, and careers through thoughtful inquiry.

Motto: If you want safety, peace, or justice, then work for competency, integrity, and transparency.

Method: Mastering Investigative Technology

Mindset: A good business issue investigation makes the despicable explicable.

Memory: The harmful factors of every adverse event to date have included insufficient transparency.

Mantra: Fix the nonconformities that resulted in the enormities.



The American Society of Safety Engineers



How to Manage Up

By Dan McCarthy

August 9, 2014

The art of managing your boss

Managing up is a vital skill in the modern workplace, writes Dan McCarthy. In large part, handling your boss boils down to working hard, understanding each person's needs and showing that you're trustworthy. "When you are hitting your numbers, or goals, your boss will leave you alone and turn his/her attention to more urgent matters," McCarthy writes. [About.com/Management & Leadership](#) (8/9)

What is "managing up" and why is it so important? Managing up means establishing and maintaining a positive and productive relationship with your manager so that your manager's needs are met and you get what you need from your manager.

For some people, "getting what you need" means keeping your boss off your back so that you have the autonomy to do your job. For others, it means support and recognition, or getting the resources needed to achieve your goals.

Those that can't seem to manage up will always end up in jobs where they are at odds with their bosses. Everyone gets a bad boss at some point in their careers. However, if someone has a continuous pattern of one "bad boss" after another, then perhaps it's time to take a look in the mirror and learn how to proactively manage up.

Here's how:

1. Find out what's important to your boss. It's important to find this out early in the reporting relationship. A lot of managers won't come out and tell you – so don't try to guess or wait and learn the hard way – proactively ask! Ask [what drives them nuts](#), how they prefer to stay informed, how often they need to meet with you, and anything else that's important to them. You could also talk to your new manager's former employees to get some tips and advice.

2. Let your boss know what's important to you. Again, why have your boss guess how to manage and motivate you? Give them the "you owner's manual". Just keep in mind that if your boss needs weekly status reports, and you *hate* doing weekly status reports, then you'll just need to suck it up and get used to doing status reports. Just let it go and do it – that's why it's called work – we get paid for doing stuff we don't always like to do.
3. Deliver on results and make your boss look good. This is by far *the number one* way to manage up – don't give your boss any reason to need to "manage" you. When you are hitting your numbers, or goals, your boss will leave you alone and turn his/her attention to more urgent matters (your peers who are *not* performing).
4. Respond promptly to all emails, requests for information, etc... As a manager, it made me CRAZY when I would ask for something from my employees and the same ones would always seem to "forget" or "be too busy" to respond. If you want to be micro-managed, then force me to and I will.
5. Establish [trust](#). Let your boss know that you can be trusted to watch their back and that you trust them to do the same for you. While it may be early in the reporting relationship, it's better to establish trust as an expectation instead of having to "earn it" over time.
6. Reinforce desired behavior. If your boss does something that meets your needs (because they are attempting to follow "the book of you"), then let them know how much you appreciate it. This is not "sucking up"! Sucking up is complementing your boss for everything and anything, just to score brownie points.
7. **Let your boss know about anything that could possibly come back and bite them.** Don't let your boss hear about a problem or sensitive issue before they hear about it from



you. Give them an early warning “heads up”, and if you made a mistake, own up to it.

8. **Proactively address anything that really bothers you.** Don't let it fester. Your boss may not even have a clue. If something's that important to you, then be assertive and discuss it with your boss in a respectful, constructive way.
9. **If you bring a problem to your boss, always have a recommended solution.** Yes, while it may be a tired cliché, it's still true.
10. **Talk about your boss behind their backs.** That is, be supportive of your boss in front of others, especially your bosses' boss. When you talk about someone behind their backs, it usually gets back to them.

Follow these 10 tips and you'll increase your chances of having a positive, trusting, and productive relationship with your boss.

Quotes of the Day

“Most of us spend too much time on what is urgent and not enough time on what is important.”

-- Stephen Covey, American writer and educator

“The mind is not a vessel to be filled but a fire to be kindled.”

-- Plutarch, Greek historian

Albert Einstein once said “Everyone is a genius. But if you judge a fish by its ability to climb a tree, it will spend its whole life believing it is stupid.”

“Defeat is not the worst of failures. Not to have tried is the true failure.”

-- George Woodberry, American literary critic

“Everything that irritates us about others can lead us to an understanding of ourselves.”

-- Carl Jung, Swiss psychiatrist

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Safety is our middle name

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experience providing
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- Powered Industrial Truck Training
- Scissor Lift/Aerial Lift Training
- Emergency Action Plans
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