



Manufacturers Alliance Seminar
Engaging Every Individual in Safety

Hear what local manufacturing leaders have done to avoid complacency and ensure the safety of their peers.

Welcome



Kirby Sneen, Vice President
Manufacturers Alliance

Please silence your phones during the presentations and discussion.

A PDF of today's presentation will be available in our Archive.

Thank you to our sponsor

Sam Bloedow
Thriveon



THRIVEON
INFORMATION & TECHNOLOGY

Manufacturers Alliance Sponsor

Presented by: Sam Bloedow (Founder/CEO)

thriveon.net

Our Clients

- Primary Markets Served
 - Manufacturing, Healthcare, Financial
 - Entrepreneurial Small to Mid Size Businesses
- IT Challenges
 - Disruptions
 - Ransomware or other security breaches
 - Not helping their business do more with less

thriveon.net

Our Clients Results

- 100% Knowledge of the true health of their IT
- 75% Reduction in IT disruptions
- 0 Ransomware or network breaches
- 80 Hours/month regained in staff productivity for a team of 40

thriveon.net

3 Steps Away from Better IT Results



Schedule a Meeting

Discover how your current IT results compare with our clients



Learn About the Thriveon Process

Learn how our proven process will create better results in your business



Unleash Your Business Success

Launch the Thriveon Process and watch your business thrive

Get the Free E-Book: **Top 5 Reasons IT is Unpredictable**

www.thriveon.net

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Thank you members

American Converters	JEM Technical
Anagram International	Integer
Artistic Finishes	Malco Products
BTD Manufacturing	Metal Craft Machine
CSM Bakery Products	Mid-Continent Engineering
Data Panel	National Flooring Equipment
Dynamic Sealing Technologies	Nor-Lake Inc
EJ Ajax & Sons	Olympus Surgical Technologies
Gemini Inc.	Precision Associates
General Label	Rhino Inc
GN ReSound	RMS Co
ICA Corp	Sign Zone
Imperial Plastics	Thomson reuters
Independent Packing Service	Vista Outdoor

Member companies may send employees to Educational Seminars at no cost.

Featured Member Resource

Job Postings

Complimentary for members, and great for technical, professional, and executive positions.

New give your job posting a social Media boost
Email: lydial@mfrall.com

Lube-Tech

Katherine Syverson

Enterprise EHS Manager



Engaging Employees Our Safety DNA



Lube-Tech

- 550 Employees, 29 Locations, 90 Transports
- Global Reach
- Rich Business History
- Community Focus

At Lube-Tech, we offer the most advanced lubrication and energy solutions to help you maximize productivity, efficiencies and equipment life — accelerating your performance . . .



Core Business



LUBE-TECH
Accelerating Performance

EATON

Marketing Campaign!

- Created a **ZERO** Logo – Safety/Quality
- Posters to strike up interest
- Email, #Safety mattersLTI, Facebook
- **Had the gimmick – needed a foundation**



LUBE-TECH
Accelerating Performance

EATON

Accelerate to ZERO

SAFETYFIRST

IF YOU SEE SOMETHING, SAY SOMETHING. Do Something

- Is equipment damaged or in need of repair?
- Are you concerned about workplace safety?
- Was a safety procedure ignored by a guest?
- Is a vendor's unsafe actions concerning?

We need to hear about it to do something about it. You can immediately report the safety concern to your Manager, or send an email or text message (including a photo if you'd like) to: besafelubetech.com

All reported Safety concerns will be reviewed and follow up provided.

#SAFETYMATTERSLTI

WHO DEPENDS ON YOU?

If you were injured at work today, how you ever stopped to think about all of the people and activities that might be impacted temporarily, or even permanently?

We take these normal day-to-day activities for granted until an injury occurs when we:

- Pick up your child or teenage son or daughter when you arrive home.
- Drink heavily on a date and then participating with them.
- Bring with to perform complex household tasks like mowing the lawn or changing the car tires.
- Trip a child and then take an infant or toddler walking outside.
- Trust a local repair shop to do some heavy lifting, like a lift of your refrigerator, and not do it right the first time by you.
- Trip on an uneven surface that changes from smooth to rough and expect to walk and fall for it.

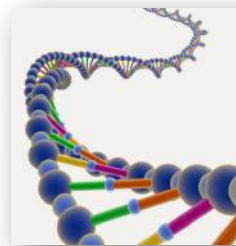
These are all examples of cause and effect when an injury happens. So how do you change this personally? Simple:

If you SEE Something Unsafe, Say Something, and Do Something About It!



Changing the DNA

- ✓ Everyone owns Safety
- ✓ Ask about everything
- ✓ Anyone can stop a process
- ✓ Using data to act
- ✓ Seek to understand
- ✓ Perception is reality



- ✓ Start with Safety
- ✓ End with Safety
- ✓ Lead Safety
- ✓ Go Beyond Reactive
- ✓ Beyond Compliance



Building The Culture

- New Safety/Quality CI Card
- ZERO Spill Campaign
- Metrics Reporting – Business Unit
- Safety Touch Point



CONTINUOUS IMPROVEMENT
 Ideas/Improvements/Concerns

ACCELERATE TO ZERO
 LUBE-TECH

BUSINESS FUNCTION

Safety/Env/Security

Quality

Other (describe): _____

Employee: _____

Location: _____

Sup/Mgr.: _____

Date: _____

1. Describe idea/improvement/concerns: _____

2. What can you do to implement/solve the improvement? (Develop a solution/idea) _____

3. What do you need to get started? (Discuss with Supervisor/Manager) _____

Date project started: _____ Completed by team: Yes No
 If "No" is checked, what additional resources are needed? (funding, maintenance, contractor, etc.) _____



Lube-Tech – Our Safety Vision

- **EHSS Vision:** A workplace free of hazards, proactively promoting employee wellness and strong environmental stewardship
- **EHSS Mission:** . . . We do things right every time to ensure everyone’s health and safety and . . .
- **Core Value**
 - Integrity – we do things right



Attract Attention

LUBE-TECH.
Accelerating Performance

SAFETY AND QUALITY

● SAFETY, HEALTH, ENVIRONMENTAL, SECURITY
Workplace free of hazards, proactively promoting employee wellness and strong environmental stewardship.

● QUALITY
Delivering the ultimate customer experience by executing flawlessly at every customer touchpoint.

WE DO IT RIGHT!

COMMITTED to the JOURNEY of ZERO

ACCELERATE TO ZERO

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Continuous Improvement



SAFETY CONTINUOUS IMPROVEMENT CARD (CI)

1 IMPROVE OPERATIONAL FLOW
SWIFT IDEA
Improve workflow
Improve efficiency

2 SOLVE/ELIMINATE SAFETY RISKS
SWIFT IDEA
Identify safety risks
Eliminate safety risks

3 CO HOME EVERYDAY HEALTHY
SWIFT IDEA
Promote employee wellness
Encourage healthy behaviors

4 PARTICIPATE IN THE SOLUTION
SWIFT IDEA
Engage employees
Encourage problem-solving

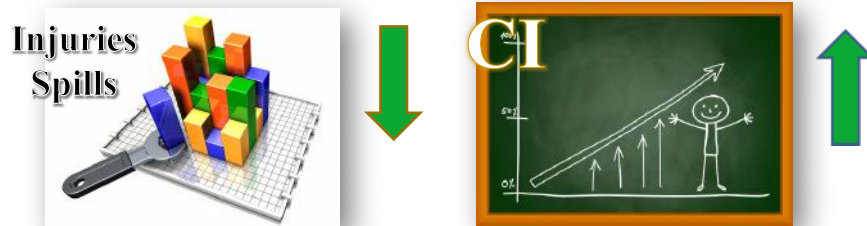
ACCELERATE TO ZERO

LUBE-TECH. Accelerating Performance

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2017 KPIs

- Reduce injury severity - soft tissue early intervention
- Reduce fluid spills – methods/equipment reliability
- Build organizational capacity – SME
- Safety continuous improvement – eliminate hazards



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LTP and . . .

- Phase I – Nuts and Bolts
 - ✓ Minimum requirements
 - ✓ Resources/understanding
 - ✓ Safety DNA development

- Phase II – Build The Culture/Core Value
 - ✓ Safety First & Every Time
 - ✓ Continuous Improvement
 - ✓ Lessons Learned



LUBE TECH
Accelerating Performance

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Measure What Matters

Location - CB										
Golden Valley - 900	Goal	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Total Recordable Injury Rate (TIR)	1.00	0.00	7.17	0.00	0.00	0.00	0.00	0.00	0.00	0.83
Safety Training (Attendance %)	95%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Safety Monthly Audit w/ CA	Y/N	yes	yes	yes	yes	yes	yes	yes	yes	yes
Safety CI Card - # started	10	16	44	43	33	33	40	33	48	290
Safety Compliance - <u>0</u> Incomplete	0	0	0	0	0	0	0	0	0	0

**Accelerate to ZERO . . .
Cross the Finish Line**



Leadership Looks Like . . .

Leadership is about inspiring the mind and stirring the heart.

It delivers hope in the form of direction, purpose and a vision of the future.

It creates energy, excitement and hunger for change.

It compels people to strive towards goals they would not otherwise be motivated to achieve



THANK YOU




Medtronic

Mark Horton
Director of EHS&S MNCA

ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY

Manufacturers Alliance Engaging Every Individual in Safety

MEDTRONIC ENVIRONMENTAL HEALTH SAFETY AND
SUSTAINABILITY
MARK HORTON
DIRECTOR OF EHS&S MNCA
OCTOBER 12, 2017



Medtronic

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Medtronic is a global healthcare solutions company committed to improving the lives of people through our medical technologies, services, and solutions. Each year, Medtronic helps alleviate pain, restore health and extend lives for millions of people around the world. In fact, two people every second are positively impacted by our breadth of medical technologies and therapies.

91,000+
EMPLOYEES

~160
COUNTRIES

4,600+
PATENTS
AWARDED

370+
LOCATIONS

\$101.8M
2017
CHARITABLE
CONTRIBUTIONS

CARDIAC AND VASCULAR GROUP

- Aortic and Peripheral Vascular
- Cardiac Rhythm and Heart Failure
- Coronary and Structural Heart

MINIMALLY INVASIVE THERAPIES GROUP

- Early Technologies
- Renal Care Solutions
- Respiratory and Monitoring Solutions
- Surgical Innovations

DIABETES GROUP

- Diabetes Service and Solutions
- Intensive Insulin Management
- Non-intensive Diabetes Therapies

RESTORATIVE THERAPIES GROUP

- Brain Therapies
- Pain Therapies
- Specialty Therapies
- Spine

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EHS&S relationship to Mission

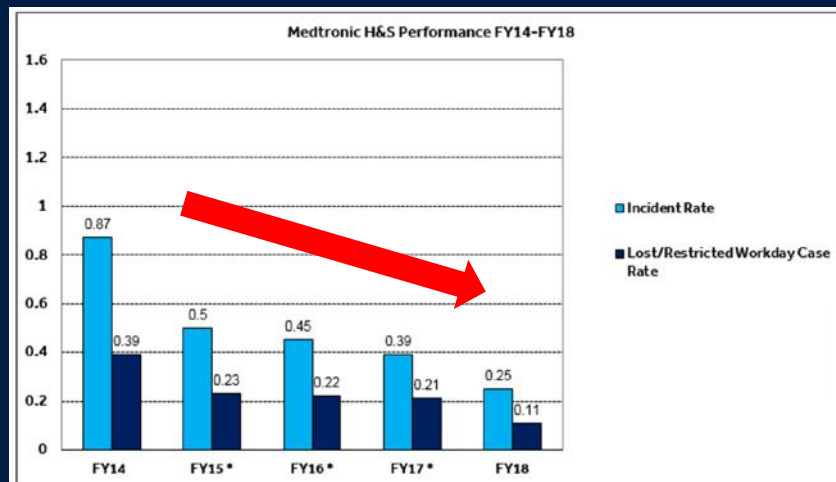


- **A**lleviate pain
 - Remove hazards and manage H&S risks
- **R**estore health
 - Help employees recover from injuries/illnesses
- **E**xtend life
 - Reduce our environmental impact

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MEDTRONIC HEALTH AND SAFETY PERFORMANCE HISTORICAL TRIR/DART



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COMPLACENCY DEFINITION – MERRIAM WEBSTER

- Self-satisfaction especially when accompanied by unawareness of actual dangers or deficiencies. When it comes to safety, complacency can be dangerous.
- An instance of usually unaware or uninformed self-satisfaction
- A feeling of being satisfied with how things are and not wanting to try to make them better : a complacent feeling or condition

According to a research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be at the right place. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself, but the word as a whole.

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COMPLACENCY CONTRIBUTING FACTORS

- Routine
 - Repetitious work
 - Boredom
- Overconfidence
 - Wont happen to me
 - Risk taking
- Slight deviations over time without consequences
 - Short cuts
 - No incidents/near-misses
- Pre-occupation
 - Not paying attention
 - Multi-tasking
 - Inattention to task



Cindy Straka, Northeastern Illinois Chapter

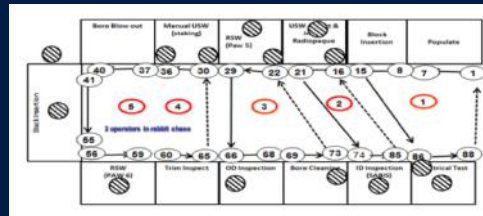
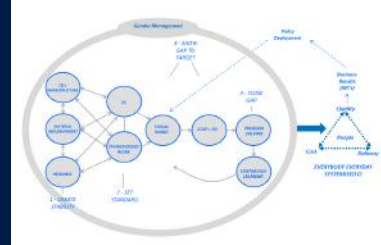
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COMBAT COMPLACENCY CELL OPERATING SYSTEM – CELLULAR MANUFACTURING

Benefits

- Everybody, Everyday Improvement
- Designed by and for employees
- Empowers Employees
- Poka Yoke (Error Proofing)
- Eliminates/Minimizes Muda (Waste)
- Allows Stop and Fix
- Improves Engagement
- Observed EHS Benefits
 - **Employee Engagement**
 - Risk Reduction
 - **Job Rotation**
 - **Movement**
 - **Cell Gemba's**
 - **Improved Communications**
 - Visual Indicators

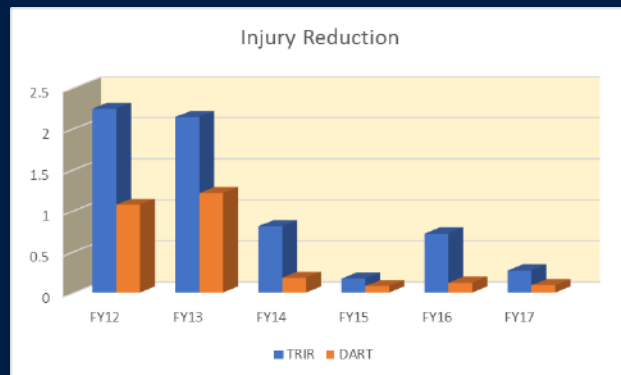


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POSITIVE IMPACT TO SAFETY PERFORMANCE

EHS Gains

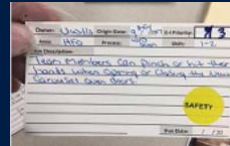
- 89.2% decrease in OSHA Recordable Incident Rates
- 80.2% decrease in workers compensation costs
- 19% drop in OSHA recordable incidents related to ergonomics
- 9% decrease in reported ergonomic incidents
- 435% Employee Engagement



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HAZARD OBSERVATION SEE SOMETHING SAY SOMETHING

- Management Commitment
- Implemented to reduce recordable injuries
- Leverages COS Problem Solving Cards
- 6S Gemba Walks
- Any employee can report by card or calling site EHS staff
- Monthly drawing for Recognition Points



SAFETY OBSERVATION CARD

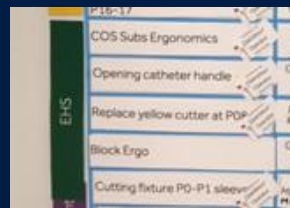
Safety Finding Observation: _____

Observation Area: _____

Supervisor: _____

Date: _____

Description of Safety Concern: _____



SAFETY OBSERVATION FOLLOW UP ACTION

Date Corrected: _____ Owner: _____

ACTION AND STATUS OF ACTIONS

Item	Corrected	Owner	Date

Completed/Found on: _____

METRICS/PROGRAMS/RECOGNITION POSITIVE ACTIVITIES/INTEREST AND ENGAGEMENT

- Progressive Metrics – Mix of Leading and Lagging
 - CA Completion
 - Gemba's, Self Audits, Safety Meetings
- Recognition
 - Highlight operator generated improvement ideas
 - Medtronic Recognize Program
 - Super Hero Program
 - EHS&S News Letter
 - Quarterly Leadership Meetings
 - Annual Sustainability Award
 - Medtronic News
 - Celebrate Success

Site Metric	Performance Points	Weight	Weighted Performance
TRIR	2	10%	0.2
Compliance Events	2	20%	0.4
CA On-time closure	2	20%	0.4
Environmental Reduction	2	10%	0.2
EHS Leading Indicators	2	40%	0.8
Index Score			2.0

Index Score Rating	
Green	≥ 1.75
Yellow	≥ 1.5 & < 1.75
Red	< 1.50



LESSONS LEARNED ACTIONS TO AVOID COMPLACENCY

- Management Support and Commitment
- Go Beyond Compliance
- Rotate Job Duties
- Hazard Observation Program
- Recognize Positive Actions and Efforts
- Leading and Lagging Key Performance Indicators

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CONCLUSION OVERCOMING COMPLACENCY

- It is a journey of continual improvement
 - No magic bullet
 - Does not happen overnight
- Commitment
 - Management
 - Employees
 - Resources
- Set realistic goals and objectives
- Engage employees
 - Gemba's
 - Hazard Observations/Coaching Mentoring
- Encourage Positive Behavior
- Communication
- Recognition

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RECOGNIZE!
THE POWER OF THANK YOU



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Thank You

“We shall have no better conditions in the future if we are satisfied with all those which we have at present.” – Thomas Edison

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Networking Break

10:00

Networking Break

10:00

ProtoLabs

Greg Wesling

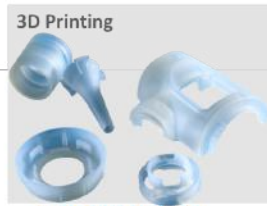
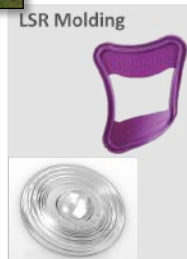
Plant Manager



Proto Labs and Safety – “I Am”

October 2017

Proto Labs.....We Make Parts!:



Stereolithography Selective Laser Sintering Direct Metal Laser Sintering

3D PRINTING | CNC MACHINING | INJECTION MOLDING



“Amazon” of Parts:

AUTOMATED QUOTING SOFTWARE

Price estimates within hours

Interactive quotes with real-time pricing updates

PROTOQUOTE®

Prepared for:
ABC Design Co
 Quote Number: 173644 Quote Date: 7/31/2015
 Part Name/Number: Sample Part
 Extents: 2.987 in x 1.596 in x 0.733 in



View in 3D

1 Confirm or Modify Specifications and Review Pricing

Cavities: 1 cavity

A-side (green) finish: SPI-01 1600 paper

B-side (blue) finish: SPI-01 1600 paper

Tooling Price: \$3,350.00

Sample Quantity: 100 Sample Parts 100 @ \$2.30: \$230.00

Material: ABS, Natural (Lustran 433-000000)

Change Material Color

Lead Time: Sample parts ship in 15 business days (standard price)

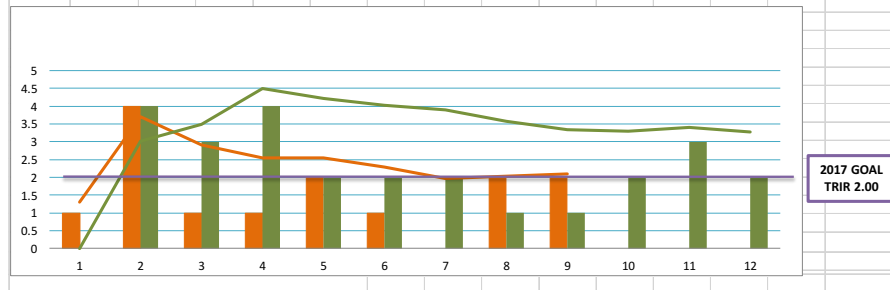
Total USD: \$3,580.00

Here is our current Safety Record:

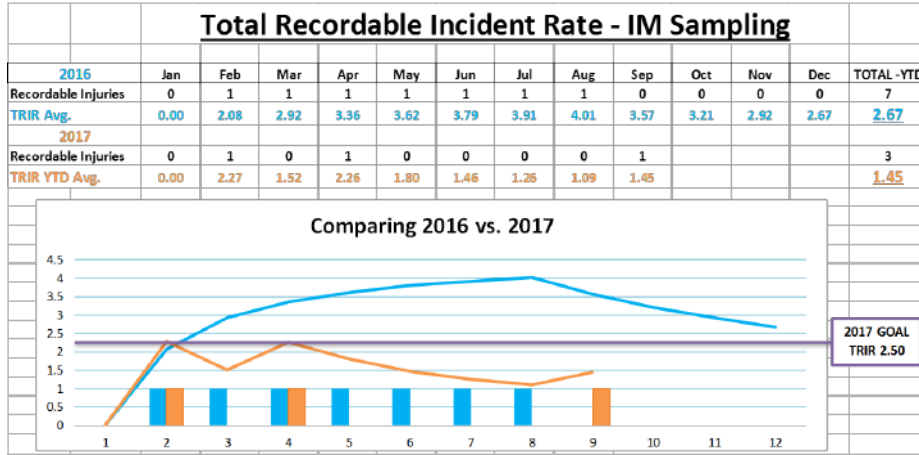
Total Recordable Incident Rate - All Production Teams

2016	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Hours Worked	137,287	132,302	136,143	105,538	130,231	128,984	131,951	138,663	137,559	138,546	133,146	137,727
Recordable Injuries	0	4	3	4	2	2	2	1	1	2	3	2
TRIR YTD Avg.	0.00	3.02	3.48	4.51	4.22	4.03	3.89	3.59	3.35	3.30	3.41	3.27

2017	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Hours Worked	154,362	131,207	149,465	138,850	153,548	147,389	146,447	158,820	153,590			1,333,678
Recordable Injuries	1	4	1	1	2	1	0	2	2			14
TRIR YTD Avg.	1.30	3.70	2.91	2.54	2.56	2.29	1.96	2.03	2.10			2.10



And for my Team:



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WHO IS RESPONSIBLE FOR SAFETY AT PROTO LABS?

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I AM !

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I Am... Responsible For Safety!!

I AM!

- The premise of this program is that each individual is **personally** responsible for the safety of our plant
- Activities will be focused on rewarding safe behaviors and celebrating small victories
- The words “I Am” will be seen and spoken a lot!
- Re-introduction of fundamental safety principals and best practices

SAFETY



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Three Types of Plant Safety:

Unsafe Plant



Safe Plant



Safety Conscious Plant



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Our Program has Two Areas of Focus:

Preventative

- Awareness
- Training
- Behavior KPI's
- Auditing
- Safety Committees
- Incentives and Contests
- Posters and Flyers
- Activities
- Procedures and Policies
- T-Shirts!

Investigative

- Accident Investigations
- Interviews
- On-Site Root Cause
- Stoplight
- Incident Communication
- Management Awareness
- Follow-Ups
- Reports and KPI's
- Measles Map

I AM!

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Monthly Safety Topics:

Preventative

- Winter Safety
- Slips, Trips and Falls
- Plant Traffic, Forklifts, etc.
- Emergency Response
- Heat Stress
- Repetitive Motion
- Head and Hand Safety
- Lockout/Tagout
- PPE's
- Fire Safety
- Right to Know
- Holiday Safety
- Workplace Violence
- Proper Lifting

Plus mandatory Hazard Recognition Training

Mandatory?.....Because Safety has no favorites!



I AM!

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Safety Committee (of course!):

Preventative

2017 PLYMOUTH SAFETY COMMITTEE MEMBERS



I AM!

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Awareness:

- Awareness is how we tie safety to our own lives....what it means to be safe and what it means to our families.
- Family pics, poster contests, T-Shirts, etc.



I AM!

Preventative

Please Work Safely...
all the time!



Mya and Connor Westling

Our Daddy works here!

"I am" responsible for safety at Fairmount!

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Commitment Banner:

- During kick-off celebration, a vinyl banner is signed by ALL employees signifying their commitment to safety in the Plymouth Plant.
- Symbolic but a constant reminder that we all own safety.

I AM!

Preventative



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Sustain and Support:

- Safety must be at the forefront of our minds every day.
- Constant reminders, visuals, etc.
- Start meetings with Safety
- T-Shirt Days once a week.
- Really celebrate the small victories!!
- People have the power to say “NO”!

Preventative



Management Driven!!



I AM!

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Suggestion Program:

Preventative

- Safety discussed during daily huddles (Gembas)
- Employee suggestions reviewed and acted upon



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I AM!

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Stoplight:

- Green when all clear
- Yellow for Close Call/Near Misses
- Red for recordables or LTA's
- Stays lit for 72 hours so people can see it
- Creates "Buzz"....."What happened?"
- Incident is posted below the stoplight so that people can read what transpired....and spread the word!



I AM!

Investigative



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Incident Communication:

Digital Monitors throughout the Plant share Safety Findings and Alerts.

Investigative



I AM!

ING

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Accident Pictures:**Investigative**

Next slide might be too graphic for some. This is your chance to look away.

I AM!

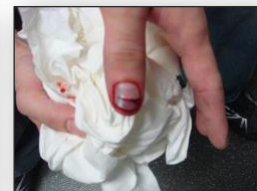
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Accident Pictures:**Investigative**

- Pictures may seem gruesome, but it makes the matter REAL!
- Safety is serious, people can die if it is ignored.
- Only in presentations
- No faces.



I AM!

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Summary:

- Safety is a Culture! Won't change overnight and MUST have an obnoxious amount of Upper Management support to change.
- Walk the walk. Employees are smart enough to call "BS" if they think your commitment to Safety is fake.
- Give them the power to make changes (shutting down a line, make a process change, etc.).

I AM!

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Q & A

Lube-Tech
Katherine Syverson

Medtronic
Mark Horton

ProtoLabs
Greg Wesling

How did we do?

Please fill out your **feedback sheet** for today's seminar.

Educational Seminars

Leverage the best practices and lessons learned from a diverse panel of industry peers.



Learning to See Waste

November 8 at Aveda Corporation

Make to Order Lean

December 7 at Hennepin Technical College

Experiential Workshops

Practical methods to continuously improve manufacturing and leadership practices



NEW - Supplier Selection
Oct 26

FMEA & DFMA
Oct 30

Kaizen Rapid Improvement
Oct 24

Safety Success the Lean Way
Nov 7

Certifications

It's not enough to understand leadership principles and Improvement practices. Success lies in implementing them.



**Advanced
Lean Leader Certification**

Next series starts January 2018

Develop the systems, behavior and discipline to create a culture of improvement

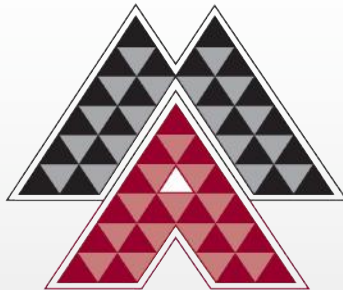
Peer Group Membership

Would you like feedback on your challenges? Leverage a group of your peers as your own board of advisors.



- **New** – CI Practitioner
- Lean Enterprise
- Advanced Lean Enterprise

See you soon!



Manufacturers Alliance

www.mfrall.com