



EHS To Risk Management: The Career Transition

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Disclaimer

- Disclaimer
- Why I thought this would be important
- We are in this together
- Art vs. Science

Agenda

- Introduction
- Education & Certification
- Experience
- Perspective
- Workers Comp
- Human Resources
- Assessing Risk
- Risk Factors
- Business Pillars

Perspective

- Business
 - In the weeds vs. in the helicopter
- Finance
 - This is a language
- Owner
 - Open & Willing or Closed & Confrontational
- Compliance vs. Actual Risk
- Relationship: Subordinate vs. Trusted Advisor
 - Communication
 - 7% words
 - 38% tone
 - 55% body language

Workers Comp

- Case Management
 - OSHA Recordable vs. WC Compensable
- Claims
 - Prevention
 - Management
- WCIRB
- Experience Modification Rates
- Additional Coverage
 - Volunteers
 - Sub-haulers

Human Resources

- Safety & HR Interactions
 - Confrontational
 - Alignment
- Hiring Gates
 - Right Person, Right Job, Right on Time
- Payroll
 - Finances
- Time & Attendance
 - Breaks
- Wage & Hour
 - Labor Commission

Assessing Risk

- Owner Interaction
- Finances
 - Customers
- OSHA Interactions
- Lawsuits: Open, Closed, Old, New
- Culture: “Go work” or “Lets work together”
- Benefits for Employee’s
- SWOT 360 View

Assessing Risk Cont.

- Wages
- Employee Pool
 - DOT Drivers
- Hiring Gates
 - Criminal
 - Physicals
 - Drug Screens
- Comp Codes
- Claims History

Risk Factors

- LOTO
- Repetitive Motion
- Falls
- Electrical
- Hearing
- Blood-borne Pathogens

Risk Factors Cont.

- Extreme Temperatures
- Lifting
- Company Vehicles
- Machinery
- Dust or IH
- Haz-Mat

Company Alignment

- New Hires
- Safety Documentation
- Accountability
- Near-Miss Reporting
- Safety Meetings
- Culture
- Ownership Engagement
- Goals & Plan for Improvement

Business Pillars

- People
- Finance
- Sales & Marketing
- Product
- Operations & Systems
- Culture

Conclusion

- Perspective
- Workers Comp
- Human Resources
- Assessing Risk
- Risk Factors