



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Utah Chapter

February 2019 Newsletter

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MESSAGE FROM THE BOARD

It's been a great start to the New Year! We hope everyone has been safe and healthy.

We take pride in our jobs, we are always looking to improve workplace safety and help those around us to be safe. Safety is everyone's responsibility!

As Board members, we want to assist you by holding Chapter meetings that address your interests. We may not always be able to hit on everything, but we'll do our best! Always feel free to reach out to any board members with ideas and suggestions!

Let's network with each other and increase our safety resources by engaging more with the Chapter.

-Sarah Galvez, Chapter Secretary

TECHNICAL ARTICLE

OKRs, a new approach to Goal Setting

Happy New Year! Yes, I know it's February but I'm writing this in January... sorry for the delay.

With each new year comes an opportunity to reflect back at the successes and failures of the previous year in order to make the next year better than the last. That reflection often comes, either formally or informally, with the setting of new goals. Unfortunately, goals established in January, while well intended, often end up falling by the wayside before the end of Q2 and are long forgotten by December 31st.

But goals are essential to move us forward instead of moving backwards, sideways, or paddling in circles. How can we be better? How can goals be better? My company recently asked this question and came upon the OKR goal management system established by John Doerr and championed by Google, Amazon, Walmart, Twitter, and the like.

What is an OKR?

OKR is short for Objectives and Key Results. In short, an Objective is WHAT is to be achieved (the direction to go) and a Key Result benchmarks and monitors HOW we get to the objective (a milestone). You can think of it as "I will _____ (the objective) as measured by _____ (the key results)". It is a simple approach to create alignment and engagement within your organization around measurable and ambitious goals.

This system of goal setting is established on the concept that goals should be frequently set, tracked, and re-evaluated – usually quarterly. The goal is to ensure everyone is moving in the same direction, with clear priorities, focusing on and performing to what matters most.

The original concept started at Intel and quickly spread to other Silicon Valley companies and the process has supported Google's incredible growth, but it's

not just for digital companies and could even be used by individuals or individual departments or functions.

How it works is each quarter, 3-5 Objectives are determined, and, for those, 3-5 Key Results are also determined. OKRs should be ambitious, stretch goals, with the understanding that not fully achieving the objective may be acceptable. Once OKRs are set at high levels of the organization, there should be a trickle down throughout the rest of the organization. Here is an example that most should be able to follow:

Head Coach Objective: Win Super Bowl

Key Results:

1. Passing attack amasses 300+ yards per game
2. Defense allows fewer than 17 points per game
3. Special teams unit ranks in top 3 in punt return coverage

Offensive Coordinator Objective: Generate 300-yards-per-game passing attack

Key Results:

1. Achieve 65% pass completion rate
2. Cut interceptions to fewer than 1 per game
3. Hire new quarterbacks coach

Edwin Locke, the patriarch of structured goal setting, mined a dozen studies for quantitative correlation between goal difficulty and achievement. The results were “unequivocal”. The harder the goal the higher the level of performance... Although subjects with very hard goals reached their goals far less often than subjects with very easy goals, the former consistently performed at a higher level than the latter.”

Don't we all wish for higher performance from ourselves and our teams, especially when it comes to improving safety performance and eliminating injuries? OKRs also come with some important Superpowers.

Superpowers

1. ***Focus and Commit to Priorities:*** High-performance organizations home in on what's important and are equally clear on what doesn't matter. OKRs allow leaders to more easily make hard choices to determine what matters and what less priority activities should be deferred.
2. ***Align and Connect for Teamwork:*** OKRs are transparent across the whole organization. By connecting each department and contributor to the organization's success, top-down alignment brings meaning to work and allows co-workers to rally behind one another to accomplish what matters most to the organization.
3. ***Track for Accountability:*** Like all good goals, OKRs are S.M.A.R.T. and data driven. They are animated by periodic check-ins, objective grading, and continuous reassessment without fear of punishment for not meeting the goal. Instead, each missed OKR is viewed as an opportunity to learn and understand where improvements in goal setting, resource allocation, or skills are needed.
4. ***Stretch for Amazing:*** OKRs motivate us to excel by doing more than what we thought possible. By testing our limits and affording the freedom to fail, they release our most creative, ambitious selves.

How Will It Go?

Honestly, it all depends on the energy committed to the process. From all I've seen of the process, it can take some time to gain energy but all those that commit see remarkable successes. This is a new process to me and my team but we are committed to OKRs. We are excited to proceed quarter by quarter and see the successes we never thought possible.

More Information

You can find out more information at <http://whatmatters.com> or by reading John Doerr's book "Measure What Matters".

Thank you to Danny Dilts for contributing this technical article.
Danny can be reached at:

dannywsu@gmail.com

MEMBERSHIP UPDATES

Member Spotlight

Chance Densley CHST, CDS

Where do you work? Reladyne West – Cardwell Distributing

How many years in Safety & Health? 13

Education: National Safety Council

Certification(s): CHST

Why did you become a safety professional?

I had been promoted into the position and fell in love with Safety and Training

What do you like most about your profession?

Educating people on how to make better decisions to improve their quality of life.

What are you most proud of in your career?

It may not be a project or experience, but when a person tells you that you have made an impact on them, their team and their family in a positive way, that's when I am and was most proud.

If you could be anything other than a safety professional what would you be?

Leader of a Trucking or Ready-mix company

What do you like to do when you're not working?

Rock crawling in my side by side with my family.

UPCOMING EVENTS

Chapter Meeting - February 2019

Annual Dinner and Fundraiser for Scholarships

February 21, 2019

5:30 pm - 8:00 pm, Dinner at 6pm

Worker's Compensation Fund Bldg.

100 West Towne Ridge Parkway

Sandy, UT 84070

**Spaghetti Dinner, \$5/Person includes Salad, Spaghetti and Bread Sticks
from the Olive Garden Restaurants – 10540 S. State & 6305 S. State**

Significant Others welcome

All Chapter members are asked to donate at least one item

and also bid on at least one item—even if you cannot attend.

Contact Doug Handy about auction donations

Expert Speaker & presentation: 6:30 pm – Fire Prevention & Fire Safety
by South Jordan Fire

RSVP to Doug Handy - at 801-391-3337 or at

Douglas.Handy@Libertymutual.com

Over the last 3 years we've had fun raised over \$2,600 /year

Goal for 2019 is MORE fun and raise over \$3,500!!

[Link to event and RSVP:](#)

CAREER OPPORTUNITIES

We are always looking to network and find out if there are job openings. The jobs must be in an Environment, Health and Safety function. For example:

Fleet Safety Manager, Director of Environmental, Health and Safety, Risk Manager, etc.

We will post the jobs to our website at utah.assp.org. This is done currently at no charge, but the chapter is always accepting donations to help establish our scholarship fund. Your contribution is appreciated.

There are currently 6 job opportunities posted on the Utah ASSP website.

[Visit the Utah ASSP Chapter Webpage here.](#)



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