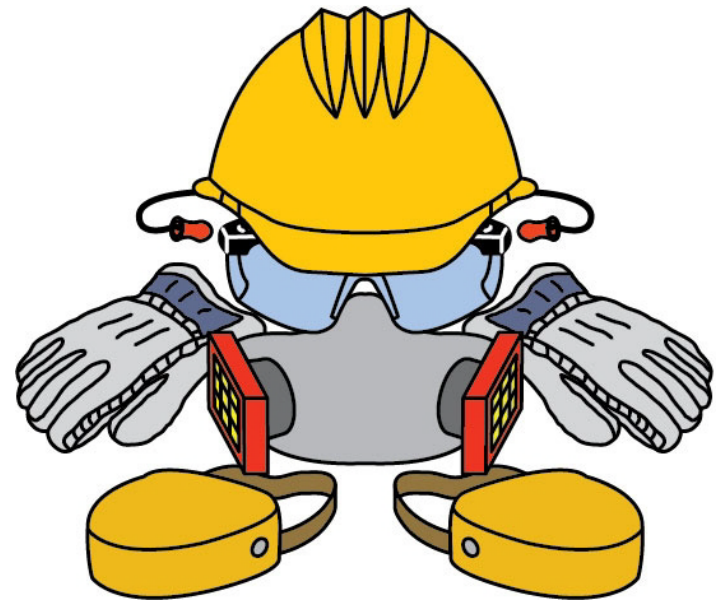


Employee Involvement: Keeping the Spark Alive

32nd Annual National VPPPA Safety & Health Conference Kissimmee, FL

GE Aviation
Evendale, OH



imagination at work

GE Aviation, Evendale, Ohio

Our VPP Journey

- Initial on-site OSHA VPP evaluation:
November 2003
- VPP Star awarded: January 2004
- VPP Re-evaluations:
 - October 2006
 - August 2012
 - November 2015

Foundations of Employee

Involvement

- Both management & employees have to see value of involvement in the program
- Management leader has to have earned the trust and respect of employees
- You have employees who want to be leaders – find them
- Be willing to experience rejection
- Management must recognize and support an on-going commitment



Sustaining Employee Involvement

- When someone steps up, give them something to do and let them do it
- Show results – follow through and follow up when your team is asked to help
- Make new volunteers feel valuable – solicit their input so they gain confidence
- Give rewards/recognition/training
- Reach everybody in the population; keep the program visible all the time

Sustaining Employee Involvement

- Continuity is critical – have overlap among employee leaders and team members
- There are peaks and valleys, it isn't all fun or easy
- Safety is common ground – neither management nor labor want anyone to get hurt
- Team members must demonstrate credibility; management must give them

Start or Continue *Your* Journey

The activities we spoke about fit our site, our culture, our budget, and our employees. Use the ideas and activities that we have had success with to create your own, or modify and tailor ours for your site.

Contact us for more information:

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