




Leveraging Technology

Engaging Employees in your Safety Programs

Richard Ecord, CIH, CSP
GZA GeoEnvironmental, Inc.

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Today's Session

We're really talking about...

Technology Examples

Putting it All Together

Q&A




2



Leveraging Technology Survey

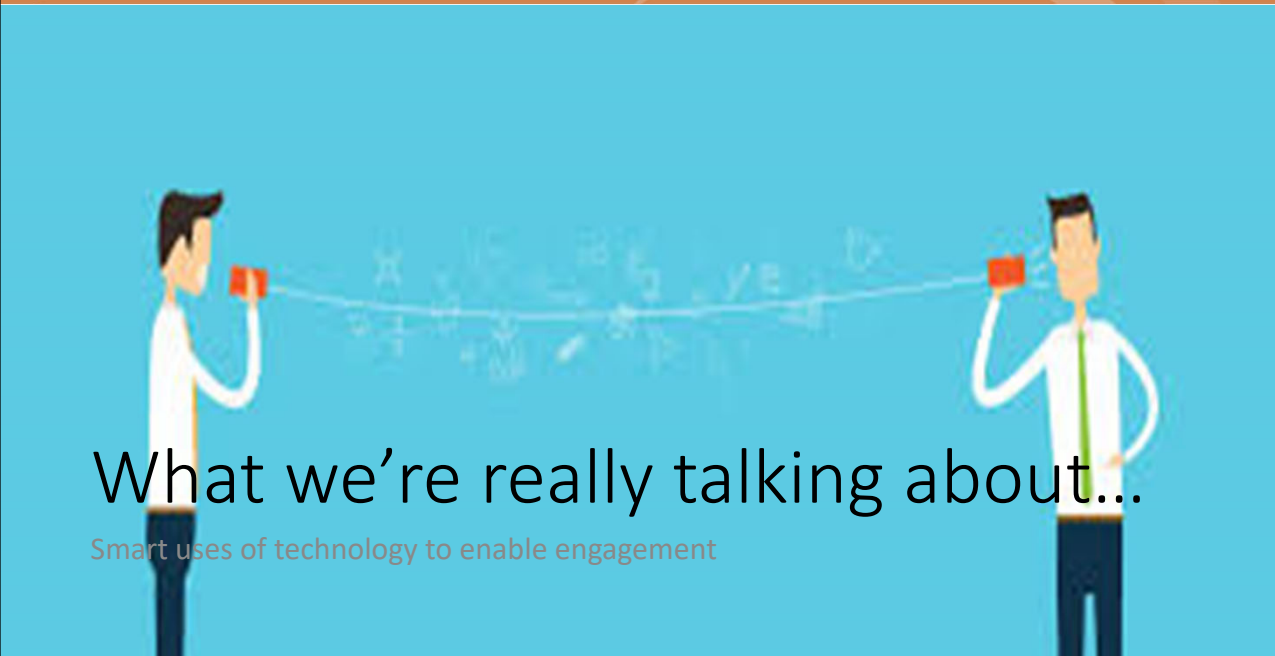


3



What we're really talking about...

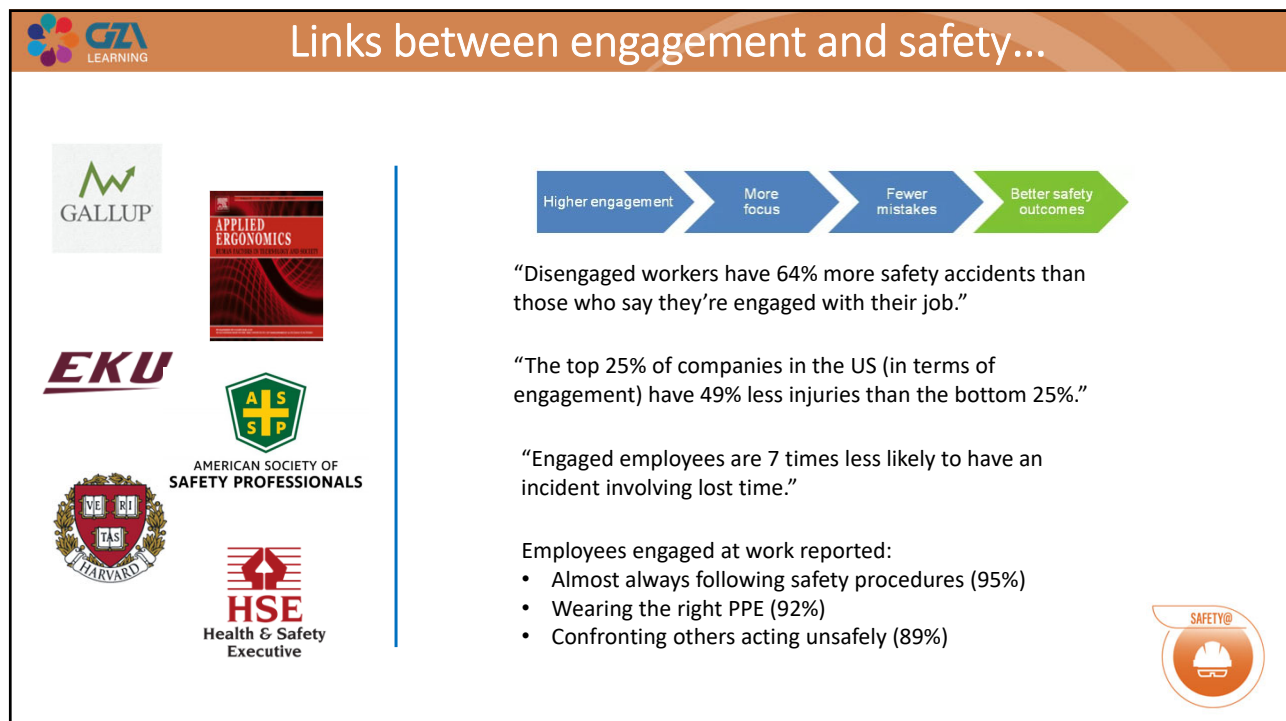
Smart uses of technology to enable engagement



4



5



6




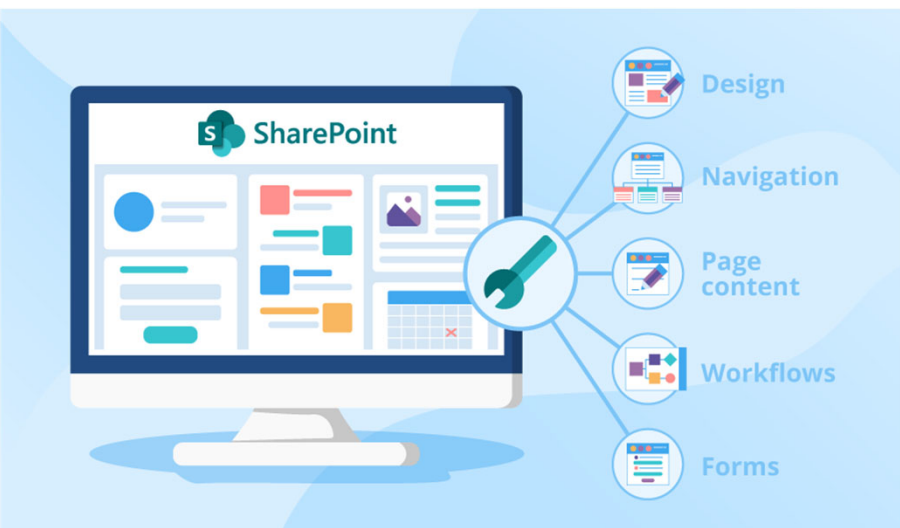


GZA Examples...


Use these or develop your own ideas

7







- Design
- Navigation
- Page content
- Workflows
- Forms



8





Work Risk Assessment Process

To begin EHS planning for your project click here

*** Project Number**

Will all GZA employee or GZA-hire subcontractor work be performed solely in an office environment?

☐

Will GZA employees or GZA-hire subcontractor employees only be exposed to minor physical hazards but no chemical hazards at the project site?

☐

Will GZA employees or GZA-hired subcontractor employees potentially be exposed to significant physical hazards at the project site?

☐

Do GZA employees or GZA-hired subcontractor employees have the potential to be exposed to chemicals at the project site?

☐

Is your project covered under the OSHA HAZWOPER regulation or by MSHA regulations?

☐

Will work on your project involve entry into a permit-required confined space by GZA employees or GZA-hire subcontractor employees?

☐

IS this a Phase One Environmental Site Assessment or a Phase I Dam Inspection (only)?

☐

WRAP Wizard results for NSC Example

Christina Canell
To: Richard Ecord

This message was sent with Low importance.

Sun 6/5/2022 6:30 AM

You recently used the Work Risk Assessment Process (WRAP) Wizard to help determine whether a health and safety plan (HASP) was required for your project. Based on your input, a [GZA STANDARD HASP](#) IS REQUIRED.

Make sure to use the [GZA Hazards and Mitigations Table](#) to help you develop your HASP.

Because you will potentially be entering permit-requiring confined spaces, the [GZA CONFINED SPACE ENTRY PERMIT](#) is also required. (Here is a link to the [confined space entry training](#))

There are a few other items you should consider when planning for EHS on your project. Some of these are listed below:

Be aware that once your HASP is developed, it must be reviewed and signed by the [GZA Core Safety Team](#) and reviewed and signed by the project Principal-in-Charge (PIC) before work can begin;


Review the listing of [GZA EHS Alerts](#) to make sure you have accounted for hazards that might be present during your work;

Include any [GZA Job Hazard Analyses](#) that apply to your scope of work, or develop your own JHA for major project tasks;


Include the [GZA Tailgate Safety Meeting](#) form to allow documentation of your on-site safety meetings; and

If your project involves work for two consecutive weeks in the field, involves structural demolition, or involves a remediation system, contact the Core Safety Team to arrange a safety audit of your project.

Your client may have EHS requirement that go over and above GZA's typical EHS program. Click here to see [client-specific project safety requirements](#).



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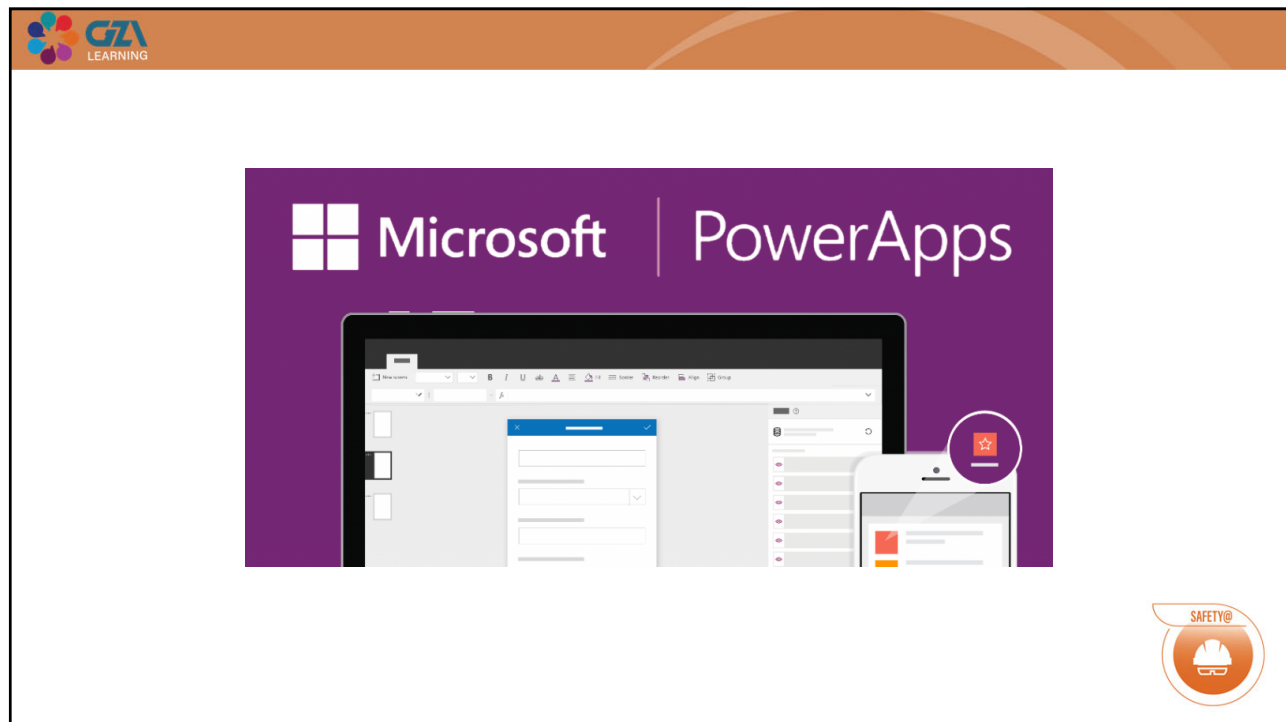
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The image shows the GZA Learning logo in the top left corner. Below it, the text "Known for excellence. Built on trust." is displayed. To the right of this text is a screenshot of the Eversource app interface. The app interface has a header "All Eversource Projects" with two tabs: "Documents" and "Libraries". Below the tabs, there is a list of documents and libraries that GZA personnel need to review. The list includes:

- Letter of Essential Services on Behalf of Eversource
- Eversource Safety Briefings
- COVID-19 Contractor Safe Work Practices
- GZA's JHA
- Project Management Guidance

Below the list, there is a button that says "Click to verify authorization". At the bottom of the slide, there is a circular icon with a hard hat and the text "SAFETY@".

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People-Based Safety Program

People-Based Safety at GZA is all about sharing what you see to help your colleagues stay safe. Use this app to report S.L.A.M.S. and SLAM Dunks, to call WorkCare directly for Incident Intervention services, or to contact the Core Safety Team directly with questions or suggestions.


Leads with Safety

X Reporting Incidents & Other EHS Events


Safety Event Description: (select below)

* Type of Safety Event observed

- Incident
- * First-aid
- Good catch/near miss
- Unsafe act
- Unsafe condition
- Utility damage



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X Reporting Incidents & Other EHS Events


Safety Event Description: (select below)

* Type of Safety Event observed

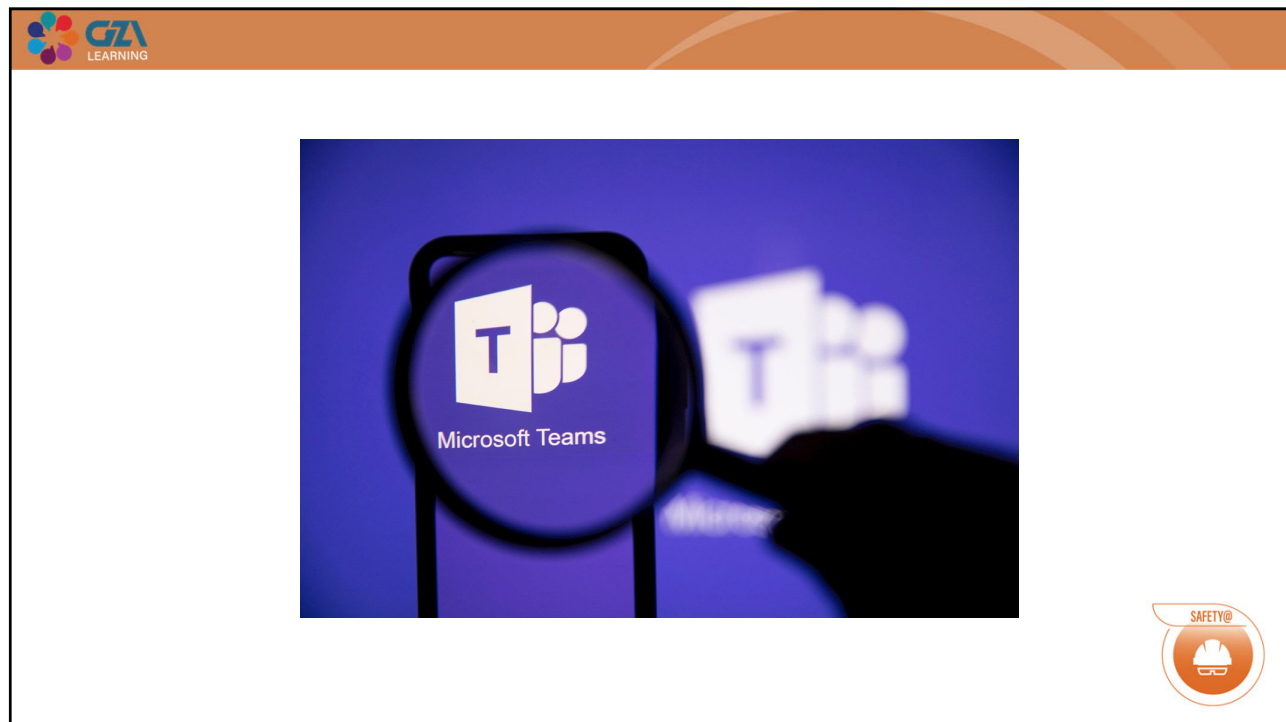
- Incident
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- Unsafe condition
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People-Based Safety ☆

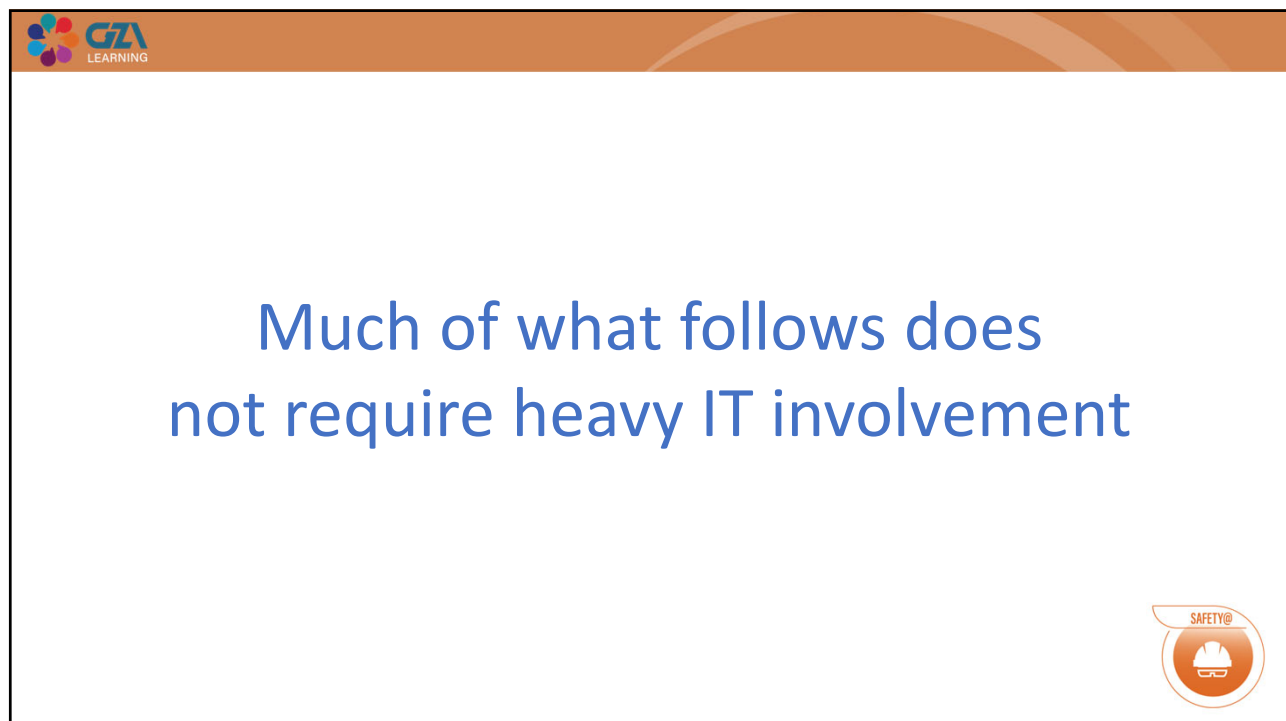
Modified	Created By	Submission_Type	Attachments	Type_of_Safety...	Was_anyone_hurt	Observation	Describe_SLAM...
January 10, 2020	Christopher Mayne	SLAM Dunk	0				On January 6, 2020, Casey observed what appeared to be an unsafe act by workers installing steel -40 feet
January 16, 2020	Christopher Mayne	Safety Event		First-aid	No	Slipped in the parking lot at conference hotel. No injuries sustained. Was aware of potential slip hazard but still went	
07, 2020	Mary Matone	Safety Event		First-aid	Yes	Contractor using a crow bar to remove cobbles on job site. Cobbles provided resistance and bar moved back, injuring contractors forehead	
07, 2020	Matthew Page	Suggestion	0				Recently, Geder Mena (GZA) observed a construction worker managing drilled spoils within a roll off



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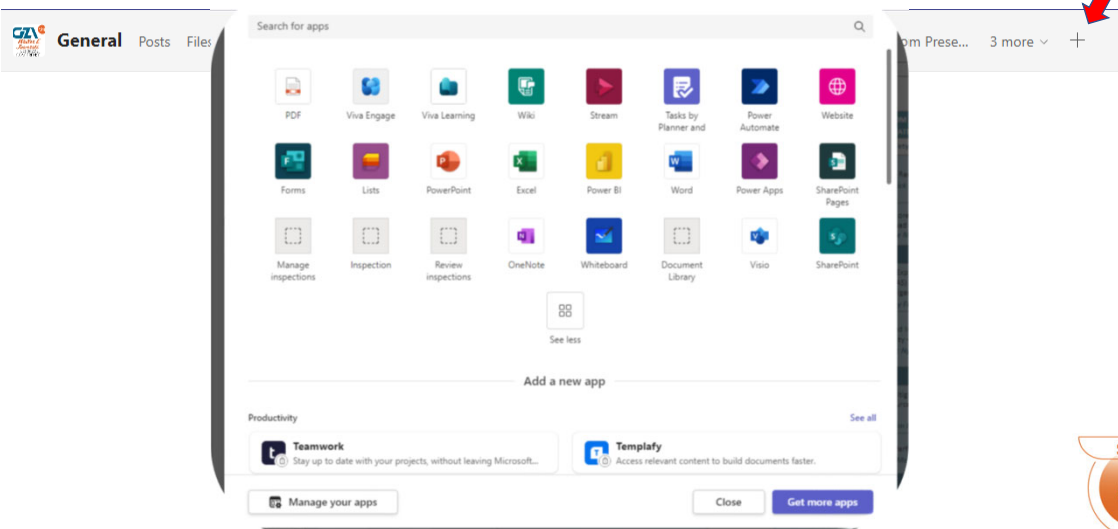
15



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GA LEARNING


About MS Teams tabs You have options when you add a tab in Teams



SAFETY@

17

GA LEARNING




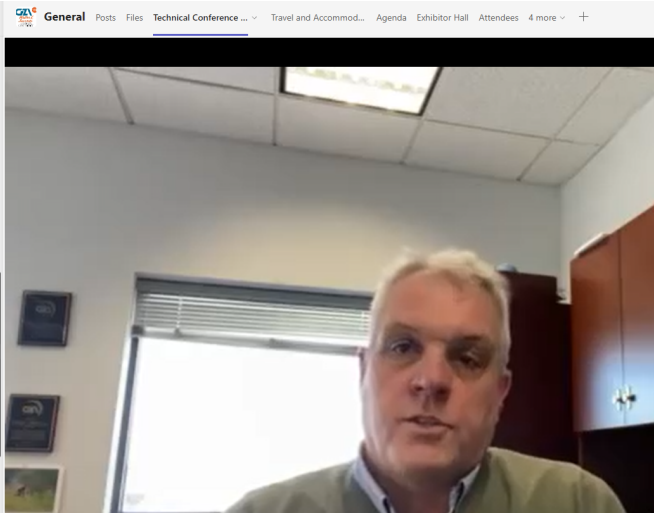
You could...


- Add a PDF tab and display a document to discuss
- Add a SHAREPOINT tab and display a GBA Case Study to discuss
- Add a WEBSITE tab and display a LMS course you want PA members to complete
- Add an EXCEL tab and keep a skills matrix up-to-date

SAFETY@


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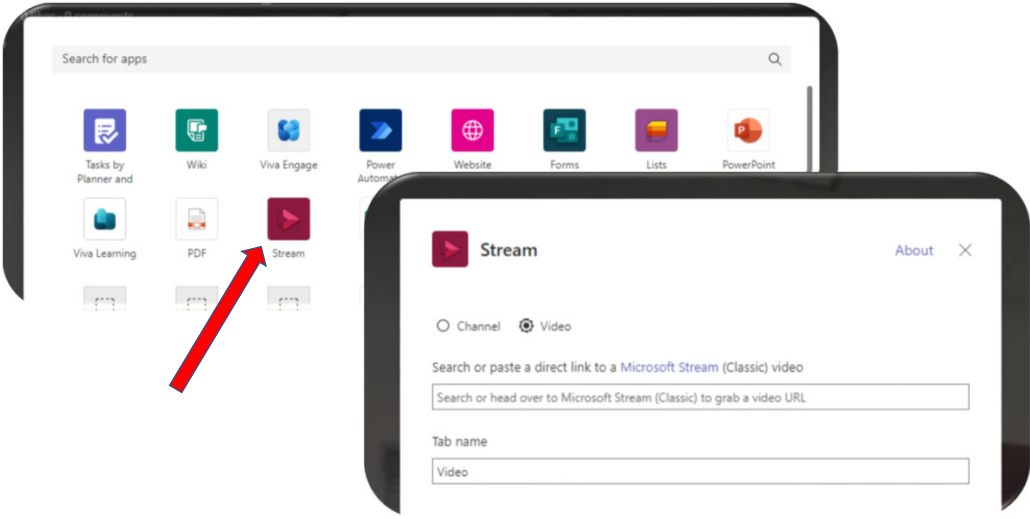
 **Introduce yourself and your team with a short video**







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 **Stream**








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- 1 Record the video using a regular Teams meeting
- 2 Save the recording to Microsoft Stream
- 3 'Share' from MS Stream (get the url to share)
- 4 Add a new 'Stream' tab to your team




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You could...

- Add a WEBSITE tab that displayed a specific LMS course
- Hold a monthly discussion about a specific course you ask employees to complete



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GZA LEARNING

[Search Courses](#) | [My Bookings](#) | [My Transcript](#) | [Learning Plans](#) | [My Team](#) | [Reports](#) | [Calendar](#) | [Help](#) | [GZA HUB](#)

Up to 40 items

FILTERS (1) Clear all

LEARNING TYPE

- Certifications
- Courses
- Programs

COURSE CATEGORY

- Environmental Site Investigation...
- Construction Management
- Dams and Levees
- Data Management, Visualiza...
- Due Diligence
- Ecological Services
- EHS and Air Quality
- Environmental Site Investi...
- Geotechnical
- GeoStructural
- H&H and Climate Change
- Planning
- Waterfront and Coastal

Environmental Remediation Training Program

Shared Intermediate Technical Skills

Air Rotary Drilling

Shared Intermediate Technical Skills

VOC Soil Sampling with Methanol Preservation

Shared Basic Technical Skills

Vapor Intrusion Surveying

Shared Basic Technical Skills

Groundwater Sampling/Low-Flow Sampling

Shared Basic Technical Skills

Using a Water Level Meter

Shared Basic Technical Skills

Geoprobe Drill Rigs

Shared Basic Technical Skills

VOC Soil Sampling with Encore Samplers

Shared Basic Technical Skills

Planning Subsurface Exploration Programs

Shared Basic Technical Skills

Use of Forensic Methods to Distinguish Sources of PCBs and PAHs

Other Technical Skills

SAFETY@

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Engage your team with a FORM

ESI Practice Area Path Forward

Please take a few minutes to provide your feedback to help us determine the best path forward for the Practice Area.

[Start now](#)


ESI Practice Area Path Forward

Please take a few minutes to provide your feedback to help us determine the best path forward for the Practice Area.

[Start now](#)

SAFETY@

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*** Required**

1. From highest to lowest, what do you most want to get out of the ESI MS Team? *

- ☐ Know who I should contact with specific questions and/or on specific topics
- ☐ GZA standard operating procedures for the work I do
- ☐ Resources for proposals and reports
- ☐ Technical information such as calculation methods
- ☐ Regulatory references
- ☐ A better general connection with others in my Practice Area
- ☐ Refresh existing skills and/or learn new technical skills
- ☐ Have a voice in the future of the Practice Area
- ☐ Regularly connect with others in my Practice Area for informal discussions
- ☐ Access a skills matrix for the ESI Practice Area

2. How important is regular connection with your Practice Area Leaders *

- ☐ Extremely important
- ☐ Somewhat important
- ☐ Neutral
- ☐ Somewhat unimportant
- ☐ Extremely unimportant

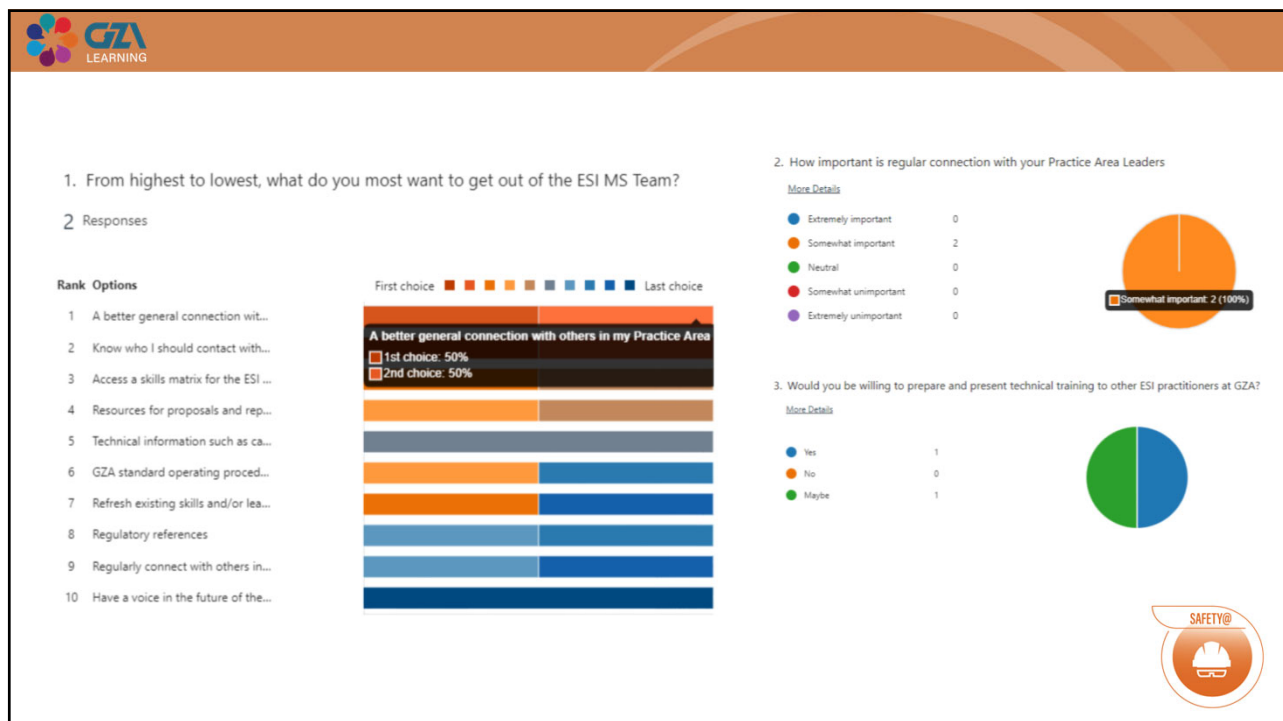
3. Would you be willing to prepare and present technical training to other ESI practitioners at GZA? *

- ☐ Yes
- ☐ No
- ☐ Maybe

Submit



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Automate when needed

When a new team member is added

Get an @mention token for a user

Richard Ecord 10:23 AM

Welcome Michelle to the Core Safety Team

Everyone, please welcome Michelle Sousato to the Core Safety Team! Feel free to reach out and introduce yourself when you find a free minute to do so.

Michelle, if you need any help getting started in the team, feel free to contact me.

Reply

*Message

Everyone, please welcome @mention x to the Core Safety Team! Feel free to reach out and introduce yourself when you find a free minute to do so.

Given Name x, if you need any help getting started in the team, feel free to contact me.

Subject: Welcome Given Name x to the Core Safety Team

Show advanced options

SAFETY@

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Email entire Team membership and post to your Team at the same time automatically

Meet

- Channel notifications >
- Pin
- Manage channel
- Get email address
- Link to channel
- Connectors
- Open in SharePoint

CM Teams Site

Get email address

Untitled - Message (HTML)

Richard Ecord via email 2:26 PM

To General - TPG_Construction Management

Test for PA Leads

Richard Ecord, CIH, CSP
Principal/Director of EHS and Learning
GZA 1400 Yellow Creek Suite 300, Boulder, CO 80500
See more

View original email

Reply

SAFETY@

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Encourage PRAISE for others for great work

Praise
Send praise to people

Team_Safety

Achiever
Christopher Mayne

Please help me congratulate Chris for passing his Certified Safety Professional (CSP) exam. Obtaining the CSP is a career highlight for those in the health and safety profession.

From Richard Ecord

SAFETY@

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Get statistics on how engaged your MS Team is

General Posts Files CST Calend

Team_Safety

GZA Technical Conference
Walter E. Jaworski Technical Conference

Members Pending Requests Channels Settings **Analytics** Apps Tags

All Channels Last 90 Days 1/17/2023 - 4/16/2023

Summary				Engagement			
774	11	0	1.10 GB	8	18	9	70
Users	Apps	Meetings	SharePoint files	Posts	Replies	Mentions	Reactions

Active users

693 Active users
81 Inactive users

Rate

774 Owners + Members
0 Guests

Active users

Line graph showing active users over time (1/17 to 4/7).

Top inactive channels

Name	Type	Last activity
Abstract Render Convergence		

SAFETY@


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Putting it all together...

Making the complicated easier for your company and your colleagues

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People-Based Safety ☆


Modified	Created By	Submission Type	Attachments	Type of Safety...	Was anyone hurt	Observation	Describe SLAM...
January 10, 2020	Christopher Mayne	SLAM Dunk	0				On January 6, 2020, Casey observed what appeared to be an unsafe act by workers installing steel -40 feet
January 16, 2020	Christopher Mayne	Safety Event					Slipped in the parking lot at conference hotel. No injuries sustained. Was aware of potential slip hazard but still went
January 17, 2020	Mary Matone	Safety Event			Yes		Contractor using a crow bar to remove cobbles on job site. Cobbles provided resistance and bar moved back, injuring contractors forehead
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Reporting Incidents & Other EHS Events

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- Utility damage

---DATA---



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Work Risk Assessment Process

Project Number

Client Name **HASP Preparer** **PIC** **Project Manager** **Audit Req** **Type** **Date HASP** **Date HASP Rev** **Turnar** **CST R**

2601	Twin Rivers Paper Company	Casey McGuffey	andrew blaisdell	nick williams		5/13/2022	5/16/2022	3	ES
2602	RMS Companies,	Matthew deCoursey	Dave Barstow	James Davis		5/13/2022	5/16/2022	3	TB
2603	Bora & Cindy Sila	Matthew deCoursey	Dave Barstow	Pamela Waters		5/13/2022	5/16/2022	3	TB
2604	Passaic County Technical Institute	Jordan Mandel	Michael Morris	Richard Lev		5/13/2022	5/16/2022	3	TB
2605	Bay District Sewer Commission	Ryan Allen	James Emery	Ryan Allen		5/16/2022	5/16/2022	0	TB
2606	Eversource Energy	Anthony Trani	Adam Henry	Anthony Trani		5/16/2022	5/16/2022	0	TB
2607	BioLawn	Rob Blakely	Sean Leary	Rob Blakely		5/16/2022	5/16/2022	0	ES
2608	Edgerton Contractors	Ian Mosbrucker	Ernie Hanna			5/17/2022	5/19/2022	2	ES
2609	Lonicera Partners, LLC	Kevin Patel	Muktar H. Kh			5/18/2022	5/19/2022	1	TB
2610	CMA Engineers	Emma Tombaugh	Tracy T			5/18/2022	5/19/2022	1	ES
2611	BL Companies	Douglas McGuire	B			5/19/2022	5/19/2022	0	TB
2612	Ms. Rovena Haxhija	angela Kopp				5/20/2022	5/20/2022	0	TB
2613	MAS Building & Bridge	Douglas Mc				5/20/2022	5/22/2022	2	TB
2614	David G. Roach & Sons, Inc.	Douglas				5/20/2022	5/22/2022	2	TB
2615	DR BANK					5/23/2022	5/26/2022	3	TB
2616	Dykstra Walker					5/23/2022	5/26/2022	3	TB
2617	Allied Waste Niagara Falls Landfill, Divi Rich					5/24/2022	5/24/2022	0	TB
2618	National Grid	Chris				5/24/2022	5/27/2022	3	ES
2619	BJ's Wholesale Club	Jessica S				5/25/2022	5/26/2022	1	
2620	Zim-Mar Properties	Brock Beh				5/27/2022	5/27/2022	0	ES
2621	Frdward I evs	Kimberly Parr				5/27/2022	5/27/2022	0	ES

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Search Courses **My Bookings** **My Transcript** **Learning Plans** **My Team** **Reports** **Calendar** **Help** **GZA HUB**

Dashboard / Reports / Badges Earned Report

Badges Earned Report: 184 records shown

This report may be used to determine if employees have earned certain badges, and thus completed certain courses or programs. Examples include:


- Needing a GZA Field Safety Officer for a project site and determining who, in a local office, has earned that credential
- Having to staff projects only with those who have completed OSHA 10-Hour Construction training, and obtaining a list

User's Fullname **User's City** **Badge issue date**

David Lamothe	Bedford, NH	5 May 2019
Matthew Bergen		5 May 2019
Zachary Boswell		5 May 2019
Matthew Deane		5 May 2019
Sarah DeSimone	Providence, RI	5 May 2019
Albert Flori	Providence, RI	5 May 2019
Julie Groenleer	Livonia, MI	5 May 2019

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My Transcript Learning Plans My Team Reports Calendar Help GZA HUB OF

Record of Learning : All Competencies

Plan	Plan status	Competency ^	Priority	Due date	Status
		Administer CPR/First Aid/AEDs in emergency medical situations			Competent
		Choosing the correct fire extinguisher			Competent
		Complete GZA timesheets in the Deltek system			Competent
		Conduct effective performance reviews			Competent
		Develop a GZA site-specific Health and Safety Plan			Competent
		Enter and work in permit-required confined spaces			Competent
		Prepare a Job Hazard Analysis			Competent
		Report an EHS Event			Competent
		Ship hazardous materials			Competent
		Transport and use soil densification equipment			Competent

---DATA---




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Power BI vs Excel




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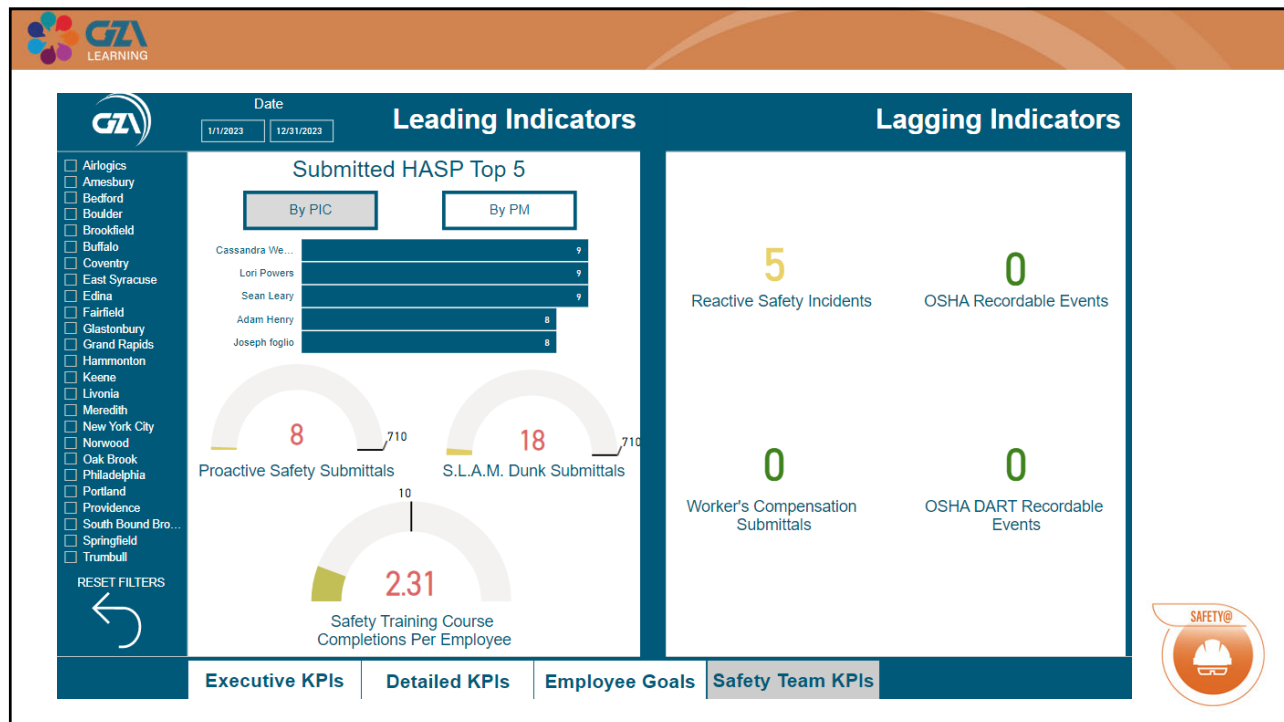


Power BI

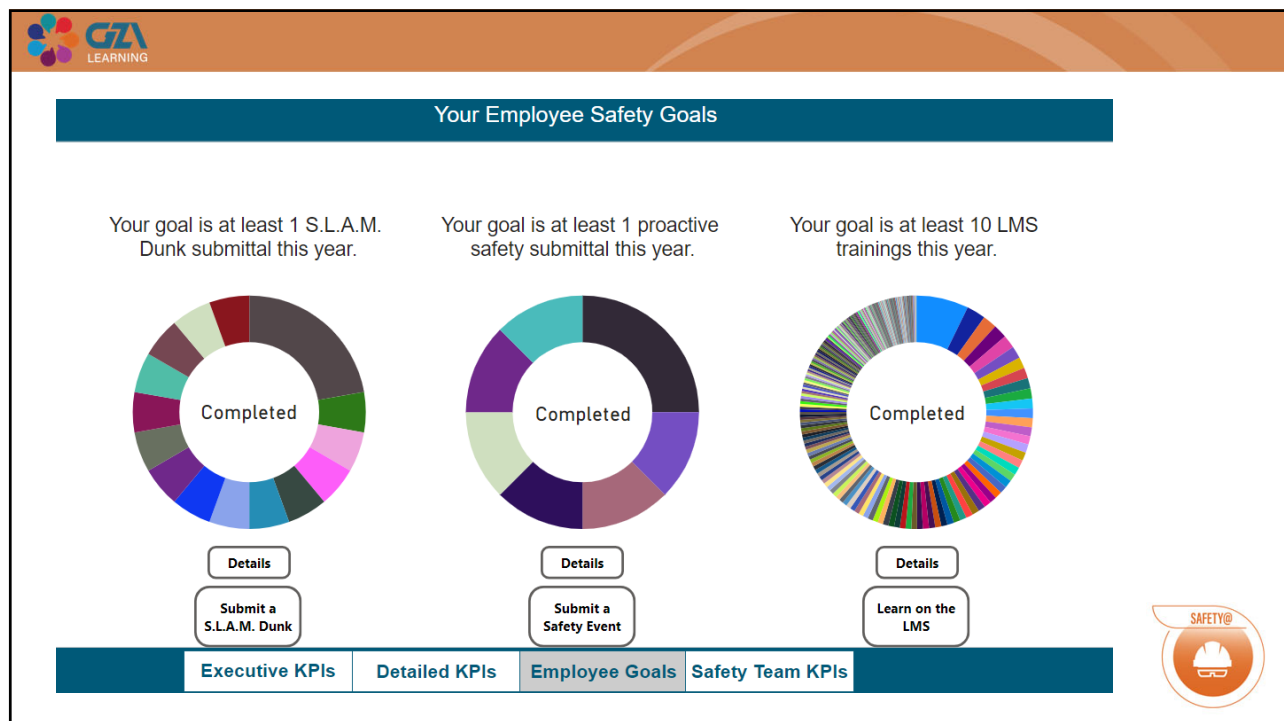
- pulls data together and processes it into insights
- uses visually compelling and easy-to-process charts and graphs
- allows users to generate and share snapshots of their business
- connects to a range of data sources, from basic Excel spreadsheets to databases
- can assemble, scrutinize, and visualize data, giving greater insight into operations and performance, and allowing more informed decisions



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Community
Building in
MS Teams

[Guide: Running a community in MS Teams](#)

[Top 40 MS Teams Productivity Hacks](#)

[Bringing large groups and communities
together in Teams](#)

[Using the best bits of MS Teams to keep
your employees happy](#)

[How to effectively manage your team with
MS Teams](#)



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