



Why would I want to be a Front Line Leader

Safety & Wellbeing

Integrity

Achievement

Teamwork

Loyalty



Tony McClure



Who Is A Front Line Leader

- In Field Leaders
- Supervisors
- Senior Supervisors
- Superintendents
- Some Site Based Managers





How I Entered the World of FLL

- Dads Business
- No one wanted the job



FLL Job Descriptions

- BIG is Best
- Keep them working
- Keep them away from the Client
- Keep them safe (Injury = Paperwork)



What Factors Helped Me In FLL

- Single task style of Supervisory
- Very little paperwork “unless someone got hurt”
- Quality of Tradesperson
- Client often kept at arms length
- No Corporate snipers
- Simple technology

The Safety Influence

- I discovered that I could influence safety in a positive & negative way
- Safety became the catalysis for good work practices
- Simple policy and procedures which force you to think about tasks.
- Without knowing I developed a safety culture



Mentor on the way

- Paul Hyne



- Safety
- HR
- IR
- Budgets
- Marketing
- Legal Responsibilities
- Schedule
- Injury Management
- Head Office Report
- Client Reports
- Motivator
- Family



How Did I keep The Plates Spinning

- Mentors such as Paul Hyne/ Paul Fougere
- In House Support
- Client Alignment
- Team Vision & Respect
- Home Support
- Work out which plate will cost you the most if it falls
- Determine if your client has the same plates



Maintaining Focus

- Andrew Roberts
- Poor Safety Leadership previously motivated myself to do a better job.
- Reward of getting it right
- Resume



How Do I Help New FLL

- Understand the Chinese plate syndrome
- Identify early when a plate is looking shaky
- Ensure support is there
- Only work for a company that has safety as a core value
- Conscious of the “Blue Screen” disease
- Celebrate success & double the support when it goes bad.

