

STOP COLLABORATE AND LISTEN

Tim Page-Bottorff MS, CSP, CIT, FASSP
UCSD Instructor
Senior Advisor, SafeStart
Senior Vice President, ASSP





STOP, COLLABORATE AND LISTEN: IMPROVING SAFETY OUTCOMES WITH TEAMWORK





Agenda

ACT 1

- Update from ASSP (Mission, Vision, Values)
- Q&A With Tim

ACT 2

- Robert Van Winkle
- Check out my Hook While My DJ Revolves It
- **Stop** for the right reasons
- **Collaborate** with everyone &
- **Listen** with Intention

ACT 3

- All Roads Lead to the Same Destination



ASSP's Board of Directors 2025-26



President
Linda M. Tapp, CSP,
ALCM, CPTD



President-Elect
Monique Parker, CSP



Senior Vice President
Tim Page-Bottorff,
MS, CSP, CIT, FASSP



Vice President, Finance
Thomas E. Kramer,
P.E., CSP



Chief Executive Officer
Jennifer M. McNelly,
CAE



Director-At-Large
Scott DeBow, CSP, ARM



Director-At-Large
Stephanie L. Johnson, CSP,
CHMM



Director-At-Large
Todd W. Loushine, Ph.D.,
P.E., CSP, CIH



Director-At-Large
Heather MacDougall, J.D.,
P.E., CSP



Public Director
Philip K. Bell, CAE



Mission

We are the community that protects people, property and the environment.





Vision

Safety, health and well-being are inherent rights of every worker.





COMMUNITY

We aim to provide a welcoming, collaborative environment for all.



LEADERSHIP

We exemplify integrity and empower others.



RESPECT

We act with humility, listen to others and foster strong relationships.

Our CLEAR Values



EXCELLENCE

We strive always to deliver our best.



ACCOUNTABILITY

We are ethical, reliable and trustworthy in all we do.

How We Use the Strategic Plan

- Board of Directors uses the plan in all decision-making:
 - Setting priorities
 - Aligning annual work of Advisory Group, councils and committees
 - Determining resource allocation
 - Guiding decisions on strategic partnerships

How We Measure Progress

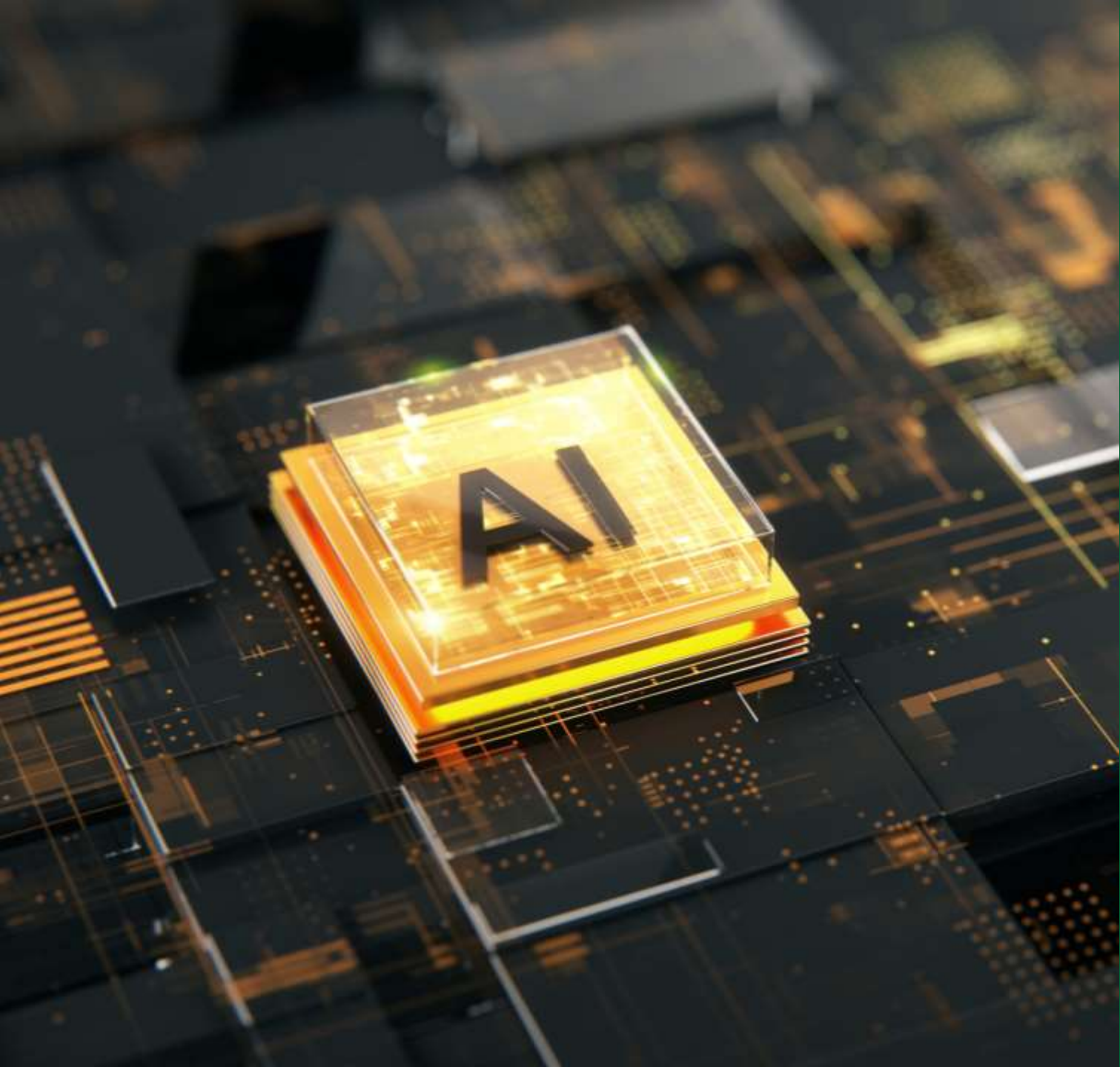
KPI=
~~**Key Performance Indicators**~~

The New Leadership

KPI

Keep people interested
Keep people informed
Keep people involved
Keep people inspired



A close-up, high-angle photograph of a glowing, golden-yellow AI chip resting on a dark, complex circuit board. The chip is rectangular with rounded corners and has the letters 'AI' embossed on its top surface. It is surrounded by intricate circuitry and other components, some of which are also glowing with a warm, orange light. The overall scene conveys a sense of advanced technology and artificial intelligence.

Defining AI's Role in Safety

- Board of Directors approved position statement on AI
- It reflects principles of trust, transparency, equity, privacy
- AI used as tool for good, enhancing safety without conceding ethical standards

Trusted safety guidance meets AI.

ASSP's *Safety Professionals Handbook* is now powered by AI



Introducing Safety Trekr AI

- Groundbreaking AI search tool launched in July to enhance work of safety pros
- It scans Safety Professionals Handbook to provide immediate safety guidance
- Look for Safety Trekr AI in the online ASSP Store.

Q&A with Tim

- How is ASSP addressing the evolving issues around OSHA and other regulatory agencies like NIOSH and CDC?





Advocacy Efforts

- ASSP is actively supporting OSHA, NIOSH and other federal agencies, working to advance public policy based on good science, sound technology and meaningful collaboration.
- The Society is helping to lead a coalition committed to safeguarding workers. The Intersociety Forum (ISF) encourages employers to go beyond legal compliance and adopt risk-based safety and health strategies.
- ASSP has several position statements on its website at **assp.org** about role of government in worker safety.



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Leading OSHA into the future



Q&A with Tim

- Is ASSP Collaborating with other associations like AIHA and NSC?





Collaboration is the Key

- ASSP recognizes benefits of creating partnerships to widely share trusted guidance, improve EHS practices and elevate the voice of our profession.
- Organizations working together help strengthen advocacy efforts that reduce worker illnesses, injuries and fatalities in all industries worldwide.
- Many MOUs signed, including with AIHA, Voluntary Protection Programs Participants' Association, U.S. Army Corps of Engineers and International Safety Equipment Association.



Collaboration is the Key

- Inter Society Forum
- NSC, AIHA, VPPPA, JLL, AVETTA, Many others

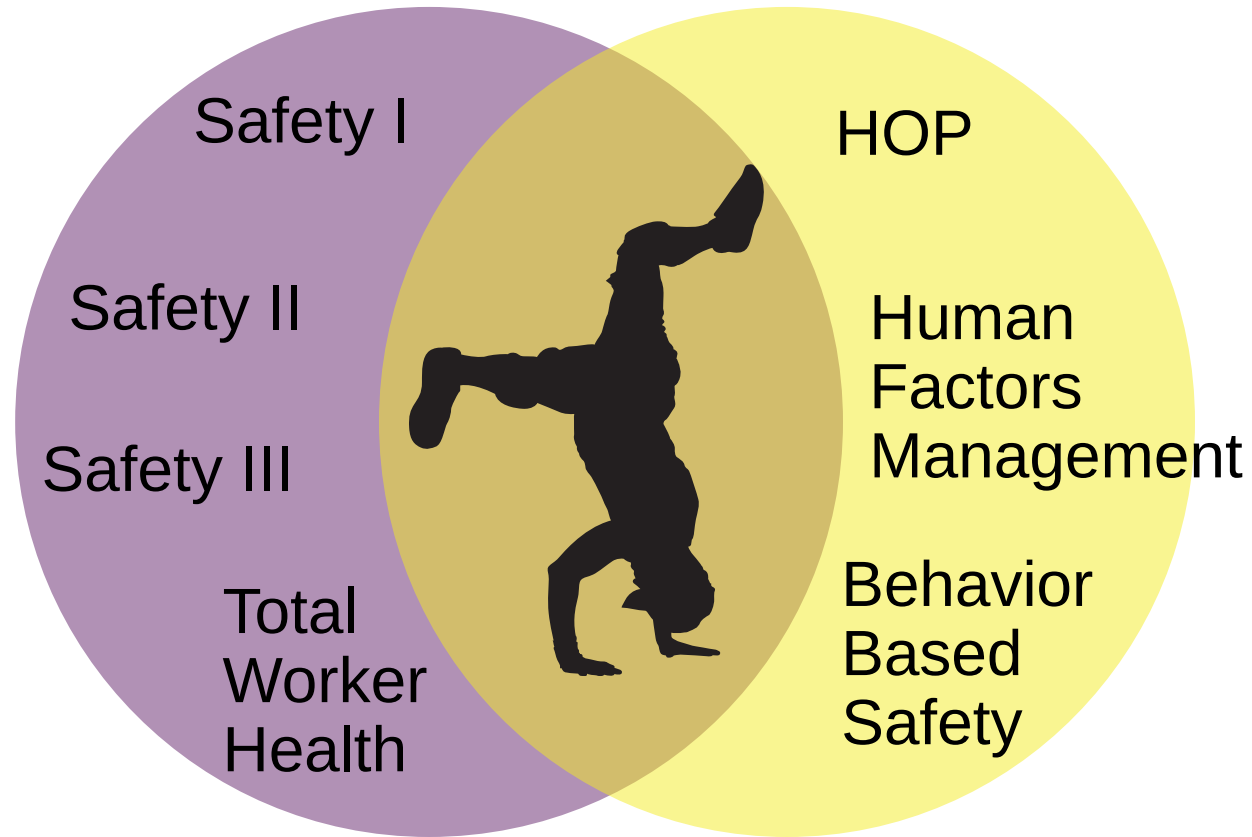


Q&A with Tim

- Have American companies curtailed their commitment to compliance?



MANY ROADWAYS BUT, ONE GOAL



“YO, VIP, LET’S KICK IT!”

Robert Van Winkle
aka “Vanilla Ice”
Rapper, MC



WHO WROTE ICE ICE BABY?

- Released August 1990
- First hip-hop single to top the *Billboard* Hot 100
- Written and performed by Robert Van Winkle (aka Vanilla Ice)
- Includes creative work from Queen, David Bowie and Mario “Chocolate” Johnson and others



THE BALCONY DANGLING METHOD

- **People involved:** Mario Johnson, Death Row Records CEO Suge Knight, and a Raiders linebacker
- **What happened:** Allegedly threatened Vanilla Ice by dangling him off a balcony
- **Outcome:** Secured Johnson's creative rights, but at what cost?
- Is compliance gained through the balcony dangling method? Or...



HAVE YOU EVER BEEN TALKED DOWN TO?

- Often times, especially on social media, pontificators will tell you that you need to do this or that and if you don't, you suck.
- This leads to zero collaboration and eventually, you stop listening.

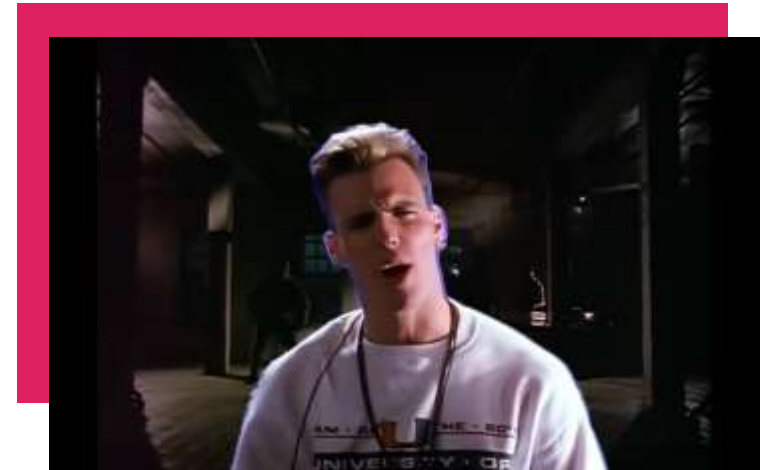


COMPLIANCE OR... SOMETHING ELSE?



**“COMPROMISE CAN
HAPPEN WITHOUT
LOSING YOUR
PASSION FOR
WHAT YOU LOVE
OR BELIEVE IN.”**

- TIM PAGE-BOTTORFF, SAFETY DEBRIS
PODCAST WITH TANYA STEELE AND
RICHARD DULONG



“ANYTHING LESS THAN THE BEST IS A FELONY”

The Great Safety Debate



WHAT ARE SOME COMMON HAZARDS?

- Harpoons
- Poisonous mushrooms
- Guns
- Drugs
- Razorblades
- Ninjas
- A chemical spill
- Slippery ice (ice baby)

What hazards do your employees see in the course of a regular day?

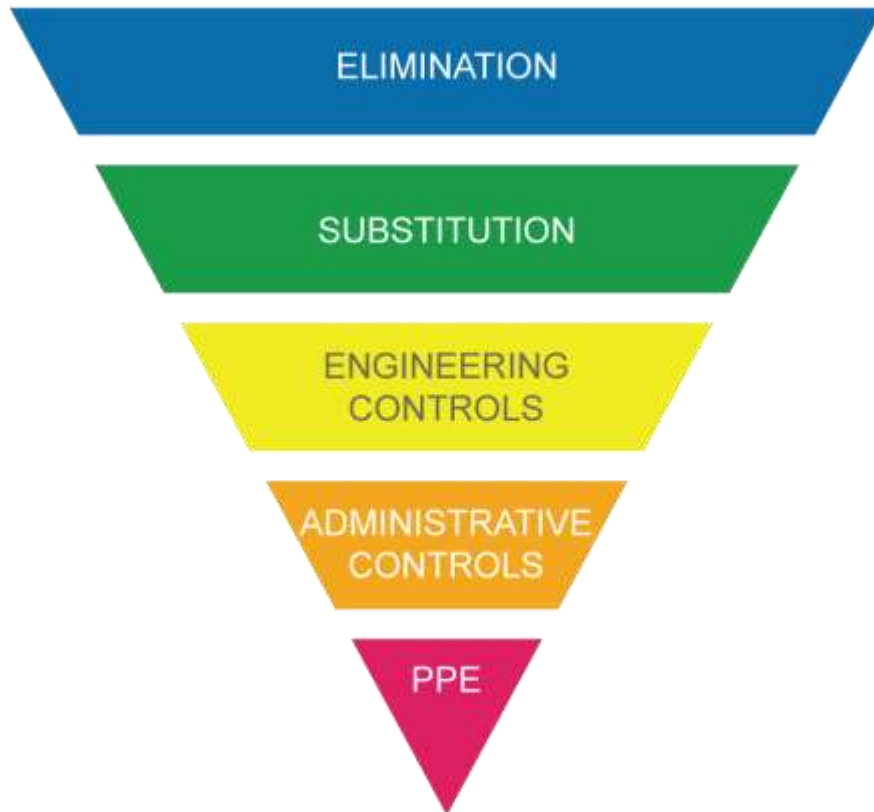


WHAT ARE SOME WAYS TO PROTECT WORKERS (ADD CAPACITY)?

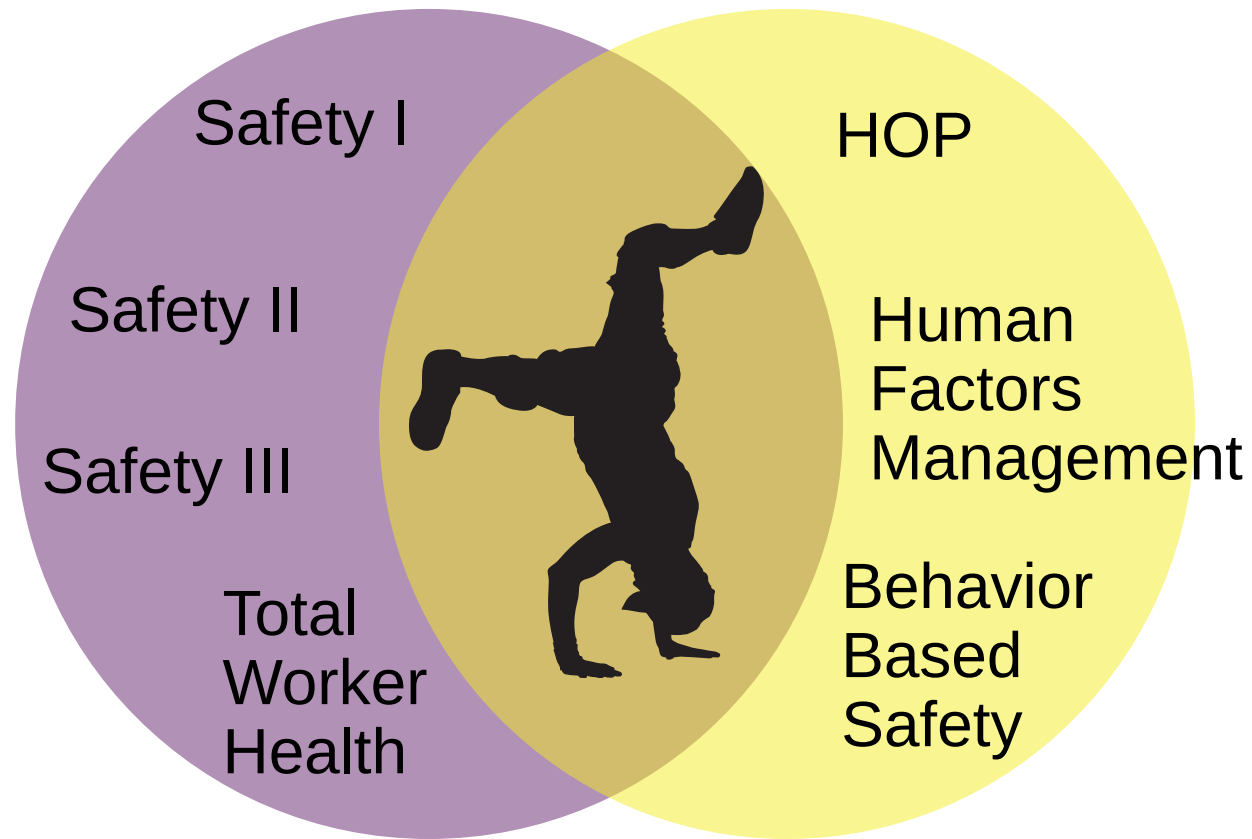
- Safety I
- Safety II
- Safety III
- Total Worker Health
- Human Organizational Performance (HOP)
- Human Factors Management
- Behavior Based Safety



WHAT ARE SOME WAYS TO PROTECT WORKERS?



MANY ROADWAYS, ONE GOAL



“TO THE EXTREME, ROCK THE MIC LIKE A VANDAL”

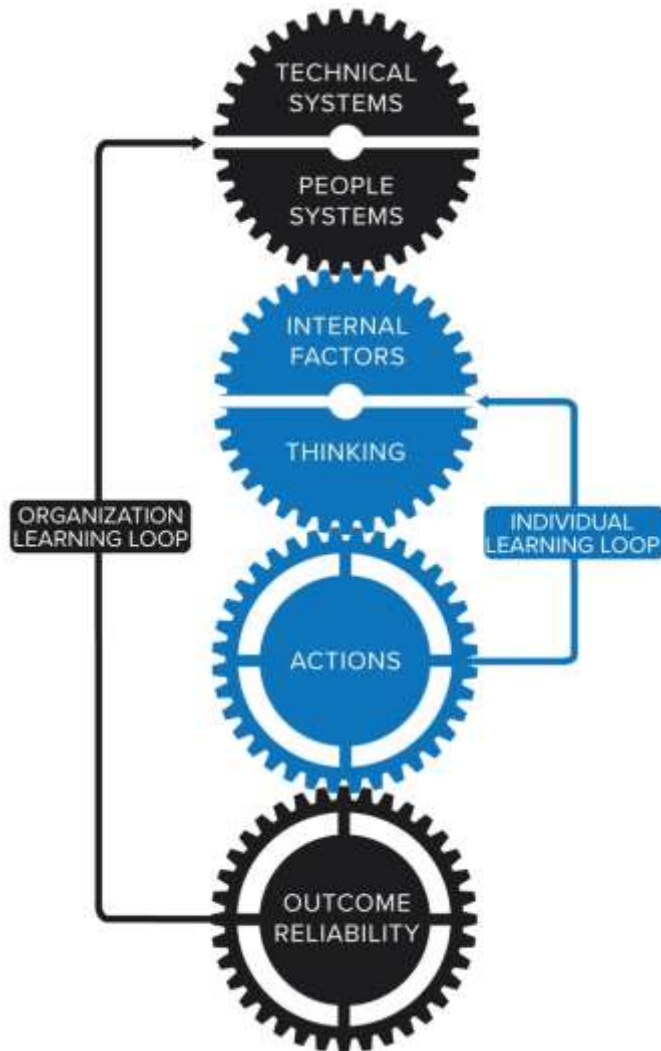
Systems, Individuals
and Outcomes



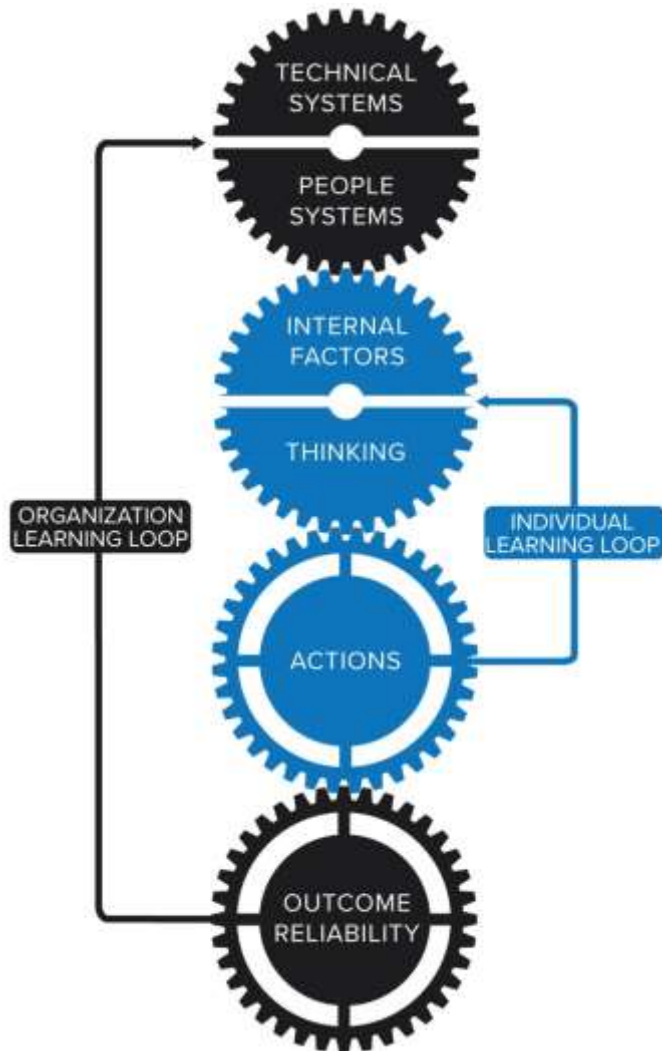
HUMAN FACTORS FRAMEWORK

“Check out the hook while my DJ
revolves it.”

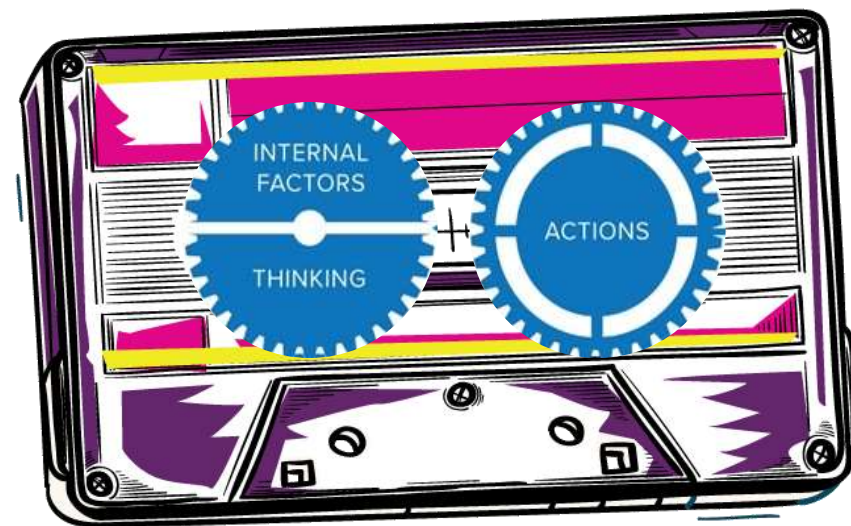


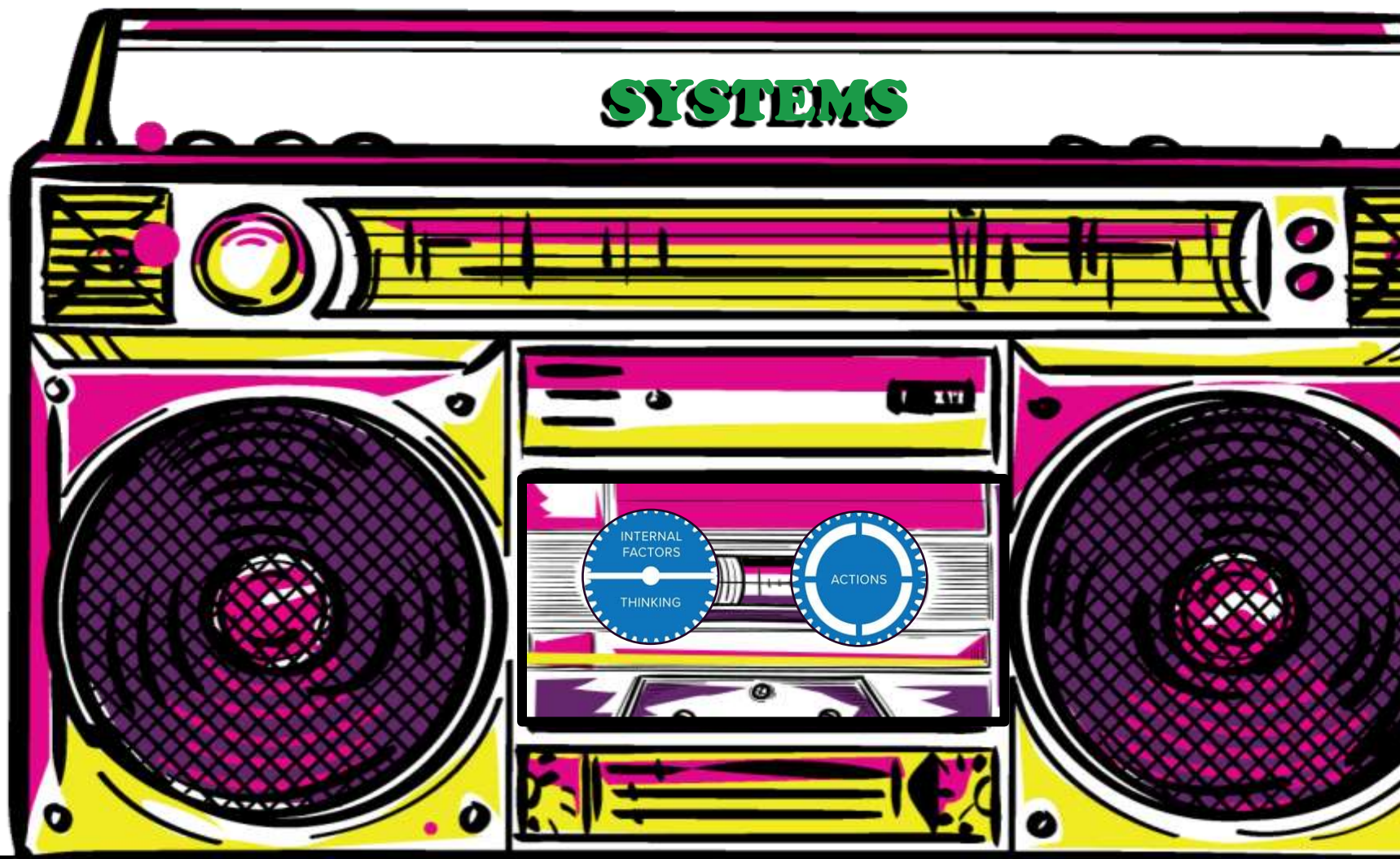
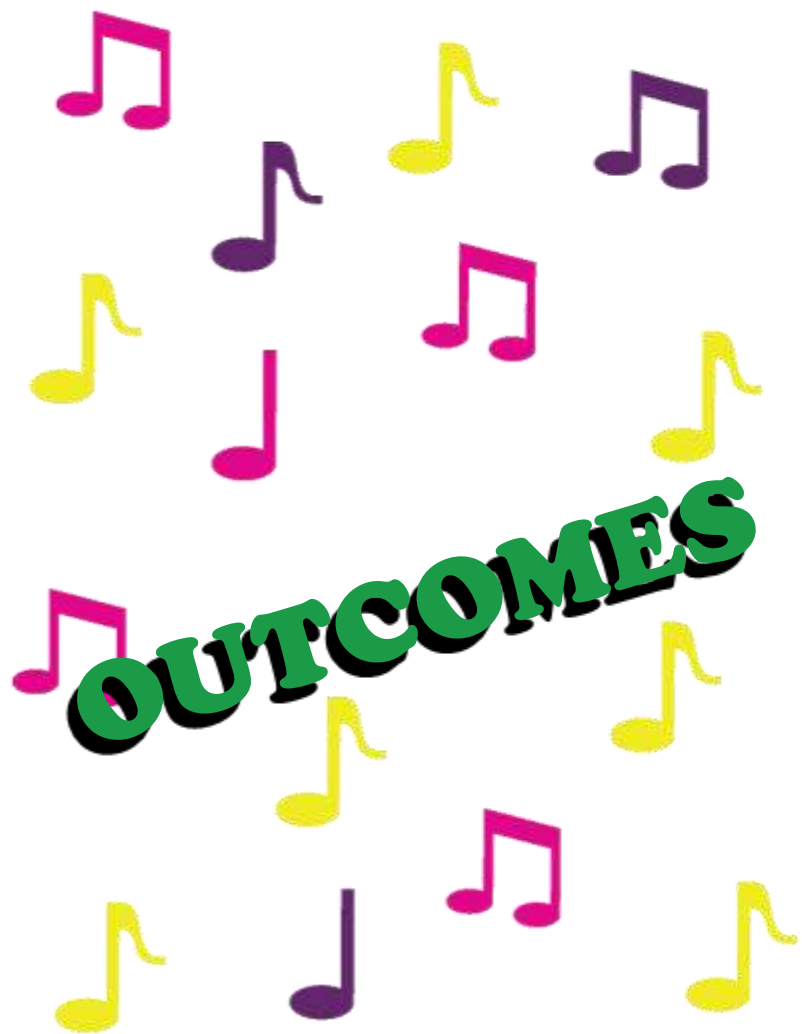


- **SYSTEMS**—Technical and people systems identify the way systems and individuals work together. Technical systems include engineering and technology. People systems include pre-shift meetings, shift assignments, supervisors and culture.
- **OUTCOMES**—What we achieve with our systems. The way an outcome shakes out informs the way we change and adapt our systems, creating a feedback loop.



- **INTERNAL FACTORS & THINKING**—Every individual in a system is under the influence of internal factors, both physical and mental, that affect their ability to execute a task. They also have their conscious and subconscious thought processes.
- **ACTIONS**—Those internal factors directly contribute to an individual's actions, which are responsible for outcomes.







WIDE SCALE COLLABORATION

- Trying different approaches or combining philosophies.
(Collaborating)
- Workers and supervisors collaborate to identify and address problems.
- Supervisors and management collaborate to make appropriate changes to systems.
- Workers collaborate with their coworkers to maintain the fixed system and achieve reliably good outcomes.
- Safety professionals collaborate with supervisors and workers to ensure a commitment to safety.

“FEASIBLE RHYMES YOU CAN VISION AND FEEL”

Making Beautiful
Music Together



A SONG REQUIRES COLLABORATION



A SONG REQUIRES COLLABORATION



COLLABORATION REQUIRES SYNCHRONICITY

SUPERVISOR
S

WORKERS

MANAGMEN
T

SAFETY
PROS



“MY BRAND NEW INVENTION”

Stop, Collaborate & Listen



STOP

- Take stock of the situation.
- Ask yourself: who can help me make this better?
- Head-off blame responses.
- Find the right tempo before engaging others.
- Address your own internal factors and thoughts.



COLLABORATE

- Collaboration starts with a collective commitment to safety.
- Engage with someone who can help you achieve a better outcome.
- Let your teammate know you intend to work *with* them.
- Ask open questions and seek clarification to stay in tempo.
- Take action to fix the problem.
- A commitment to collaboration should have a clear goal.



LISTEN

- Maintain your commitment by actively listening.
- Adapt to what you see and hear.
- Address internal factors that start to push teammates out of sync.
- Listen for signs of positive or negative experiences and let that inform future collaborations.
- Ask your collaborator to walk you through a process.



“WALK ME THROUGH IT”

- Ask a worker to walk you through a task.
- Ask clarifying questions as they show you the task.
- Summarize what you see and ask: “Do I have that right?”
- Present any ideas for improvement as questions—there is probably a reason a task is being performed a certain way.



ALL ROADS LEAD TO THE SAME DESTINATION

- What reasons do you have?
- How will get there?







ROGUE ONE

A **STAR WARS** STORY™







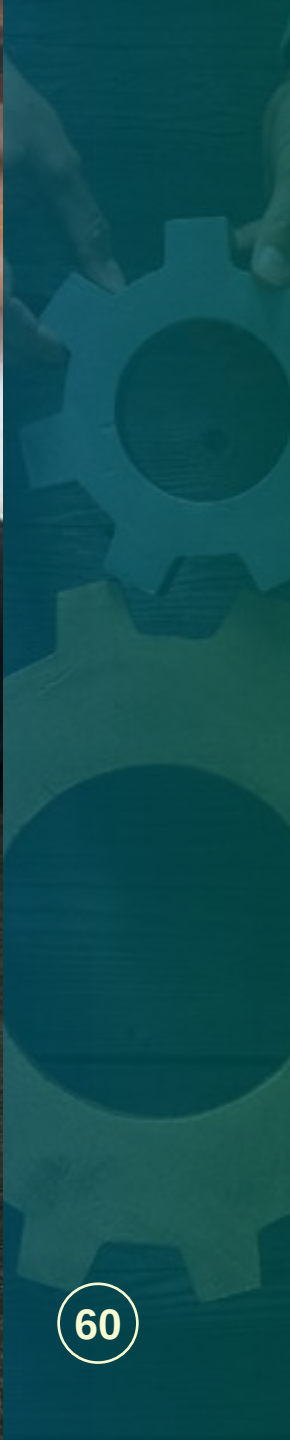














QUESTIONS?

THANK YOU FOR ATTENDING
TODAY'S PRESENTATION!

Scan the QR code for resources
to help you Stop, collaborate
and listen!



safestart.com/news/collaboration-handout/



THANK YOU FOR ATTENDING TODAY'S PRESENTATION!



Tim Page-Bottorff, MS, CSP, CIT, FASSP

tim@safestart.com

Direct: 602-757-5054

LinkedIn: [@ptownbotts12](#)