

Chatter - - How Peer to Peer (P2P) Accountability can Get Results...and change your Culture Forever!

A recent Bloomberg Businessweek study entitled 'The Peer Principle' reported that, *"In the area of safety, our study found that 93% of employees say they see urgent risks to life and limb and yet less than one-fourth of those who see concerns speak up about them. Rather, they wait for bosses or others to take action. Peer accountability turned out to be the predictor of performance at every level and on every dimension of achievement. The differences between good companies and the best weren't that apparent when it came to bosses holding direct reports accountable. The differences become stark, however, when you examine how likely it is that a peer will deal with a concern."*

"Those supervisors and managers with the strongest safety records were five times more likely to be ranked in the top 20% of their peers in every other area of performance. They were 500% more likely to be stars in productivity and efficiency and employee satisfaction and quality, etc. When bosses consistently hold employees accountable, you get "good" performance. But if your goal is stellar performance, peer accountability is the ultimate source of influence."

What you will learn; *In the last few years we have put substantial pressure on our managers, supervisors and foreman to 'hold their people accountable' yet we have missed one very important point, that peers holding peers accountable ultimately gets the BEST results. In this exciting and ground breaking session your supervisors and managers will learn:*

- *What is P2P accountability and why is it so important.*
- *How to identify opportunities to change the current sit and listen culture into a P2P World.*
- *Communication Styles to effectively communicate P2P Accountability throughout their organization.*
- *Lasting personal energy strategies to sustain them through this cultural change, as they move their organizations to a P2P.*
- *This is designed to be a 2 hour keynote or a half or full day session.*

**Matt Forck, Keynote Speaker,
Kcrof Industries, LLC**

**www.thesafetysoul.org or Matt@thesafetysoul.org
(573) 999.7981**

Energy. Perspective. Balance. Results

Matt Forck, CSP & JLW, is a leading voice in safety and employee motivation! Matt is one of only a handful of individuals to earn both the Certified Safety Professional (CSP) designation and journey status in the hazardous field of distribution electrical line work. In addition, Matt has served as a manager in a corporate leadership team; the top 2.5% of a 3,800-member organization. It is through Matt's unique and diverse work experience that he has become a leading voice in safety, engaging organizations; from those that get their hands dirty, to safety professionals and top-level leadership.

Matt directs K-Crof Industries, LLC, an organization dedicated to "Building Safe People through writing, speaking and giving!" A sought after speaker and consultant, Matt has earned a passionate following and appears at industry events and his corporate client list includes fortune 500 companies, trade associations, utility and construction companies. His style, which is life-light and laughter centered, is best summed up from an attendee at a recent conference, "Very energetic and fun! Everyone should attend his seminar, the best of the conference!"

Matt has published dozens of articles in various magazines and trade publications and authored four books. Materials for Safety Professionals including free resources and downloads may be found on the web; www.thesafetysoul.org.

Matt lives in Columbia, MO with his wife, Stephanie, daughter, Natalie, 9, and son, Nathan, 8.