

Green Beans & Ice Cream

The Definitive Recipe for Employee Engagement, Motivation and Recognition

Please also visit www.billsims.com/seminars.htm

Seminar Overview

This 60-minute workshop explores the role of recognition as it relates to changing employee behavior. We will focus extensively on the mechanisms needed for successful behavior-based safety recognition and consider areas that are often overlooked.

During the seminar, participants will learn about:

- The pitfalls of using downstream or trailing indicators: focusing on accident rates instead of safety successes
- The benefits of using upstream or leading indicators: implementing proactive, prevention-focused programs
- The dynamics of PICS, NICS and the ABC analysis of Human Behavior
- How to prevent pencil whipping and negative reinforcement during observations
- Why observers often fail to give meaningful feedback and what to do about it

Participants will obtain the keys to designing a program that produces changed behavior without encouraging injury hiding. We'll also consider the causes of injury hiding in detail and how your company can avoid the "bloody pocket syndrome."

Finally, the seminar addresses recognition for the middle manager--who is usually left out. We'll demonstrate ways to involve the middle managers in the design and implementation of your program without "overwhelming" them with yet another job task.

Bill Sims and Vic Anapolle have presented this workshop to numerous audiences in the United States, Great Britain and Australia, including the Council on Union-Free Environment, the Volunteer Protection Program Participants' Association, American Society of Safety Engineers, the Society for Human Resource Management, the British Safety Council and the Australian Safety Association.

Program Description for Promotional Purposes

Learn to design and implement successful behavior-based safety programs that dissuade injury hiding, enhance job satisfaction, and engage the middle manager. Participants will learn the benefits of proactive, prevention-focused programs and will explore the most "popular" recognition tools in use today and what the latest studies indicate about their effectiveness.



Bill Sims, Jr., is the President of The Bill Sims Company, Inc. For more than 40 years, the Bill Sims Company has created behavior based recognition programs that have helped large and small firms to inspire better performance from employees and increase bottom line profits. Bill is currently writing a book entitled ***Green Beans & Ice Cream- The Definitive Recipe for Employee Engagement, Motivation and Recognition***, which is based on this seminar and his experience having built more than 1,000 recognition programs since. More than 1,000 firms have benefited from consulting with Bill, including Dupont, Siemens VDO, Coca-Cola, and Ford, to name a few. The presentation is popular in many countries and industries with proven success of reducing injuries with no injury hiding saving undue workman's compensations. This presentation has achieved extremely high ratings from all over the world as keynote presentation in the USA, Australia, Canada, South Africa, Europe, and in the Middle East in Bahrain and Saudi Arabia.

For speaking references see www.billsims.com/seminars.htm and www.fivestarspeakers.com

To view the VIDEOS OF THE PRESENTATIONS online:

http://www.1to1mediasolutions.com/clients/sims_web/index and be sure to choose South Africa and Greece options...Bill has presented his workshop to over 10,000 attendees in multiple locations and conferences.