



PREVENTING TOMORROW'S INJURIES TODAY

## Workers' Comp - Employees: The Solution Not The Problem

Many people at the beginning of a new year look at ways to improve themselves and their lives. We decide on what we need to do and make agreements with ourselves called resolutions.

Many times these mean sacrifices, hard work, diets and certainly some sweat.

Recently I had a thought about this. Yes, the above types of resolutions are certainly good for us, but what about a goal that requires no sweat, sacrifices or palate deprivation? What about a kinder more pleasing resolution? A resolution that could be easy to apply day to day, one that would unburden unwanted stress, one that would free up time--even enhance my quality of life and we don't have to wait until the new year to get started. Who doesn't need and want less stress, more free time and a better quality of life?

**While it is admirable to suffer a bit to achieve a goal and healthier for us to experience some palate deprivation, there is a resolution that requires no discomfort at all. Actually quite the opposite and yet can make a bigger difference in your lives than all the others combined.**

It is a resolution that in fact every manager/executive/parent (manager of a household) needs to make in order to feel less stressful and more in control of their professional and personal lives. In fact it should become a personal policy.

This magical resolution concerns the subject of problems. My job provides me the opportunity to meet and work with managers and upper executives of all types of businesses: large Fortune 500 companies, Public Entities, Hospitals, small businesses, etc. and within many varied industries.

My observations are that in general, managers/executives:

1. Have more to do than time allows.
2. Go home most nights with things they perhaps should have done but could not get to.
3. Have too many incompleted projects at hand.
4. Think too much about these incompleted tasks while not at work which makes one at times "not quite there" when around family and friends.
5. Would like to find a way to feel more in control of their job.

The solution then would be to have more time and fewer things to do! "You jest I'm sure"!

Read on!

## **Key Management Datum**

### **A manager/executive's office is not a dumping ground for problems.**

I see managers/executives overwhelmed with problems and as a result rarely get to perform the more fun aspects of their jobs such as creating better systems, implementing new initiatives, or even spending more time outside of their office walls.

The most efficient managers/executives have discovered that they usually have enough problems of their own; they don't need the added problems of their subordinates. People that report to you need to understand that it is forbidden to present a problem for YOU to solve. Let them do their own jobs!

If you were to solve everyone's problems you would be overwhelmed, not have time for the important aspects of your job, and moreover, be doing your subordinate a disservice. Allow them the freedom to solve problems and to do their jobs and to grow by doing so.

**When I am presented with a problem, I always asked that their recommended solutions come along with it. I often times agree on the solution and when I don't I let them know why and request a different solution.**

If we can learn to delegate problem solving then our jobs are that much easier. Have you ever heard someone who works for you come into your office and say - "Joe, we have a problem" or "What should we do about this?" or "such and such happened, what should I do?" They are attempts to get you to do their jobs. The best way to address this is by establishing a policy that there should never be a problem presented without a viable solution. Your employees will learn to take care of their own responsibilities; they will grow via this process and become more responsible and valuable to you and the company.

This also works wonderfully at home with children. Part of our injury prevention philosophy includes making employees part of the workers' comp solution. The director of Risk Management, HR Director, CFO, Workers' Comp Manager, Health and Safety Director, whomever is in charge of workers' comp, cannot control costs alone.

### **We would all agree that the lowest common denominator of workers' comp costs is the injuries.**

Then it can be concluded that if we can prevent injuries we can control workers' comp costs, right?

How can the workers' comp executive prevent the nurse on the 4th floor from hurting her shoulder?

How can the Director of Safety prevent the truck driver 2000 miles away, from hurting his back?

How can the Human Resources Manager prevent a data entry employee from getting carpal tunnel in a company of 4,000 employees?

How can a workers' comp executive prevent any injury to any of the hundreds or thousands of employees that work for the company?

DELEGATE THE PROBLEM. Help each employee to become capable of being responsible for their own health! We are all motivated to seek pleasure and to avert pain. Most people do not wish to become injured. The key is discovering the "portal" to employee acceptance of new information and their subsequent decision to use it in their lives. Bionomics™ is a teaching methodology with employee buy-in as its primary focus and achieves this.

**It is a fantastic process to watch. Let's right now - squash the tired and false information that I have heard over the years. "My employees are different, I just don't see them changing". They may be different, but if taught properly, they will attempt to avert injury and pain. This is proven after working with over one million people in many job descriptions and environments.**

Dramatic reductions of sprain/strain injuries occur regularly. Flight attendants and truck drivers for example, hundreds and thousands of miles from their company offices, are making and applying healthier body management techniques because it helps THEM! They were educated properly and became part of the corporate solution to lower workers' comp costs. So, delegate problems and enjoy your new life!

\*This article may be reprinted in its entirety provided that the following resource is left intact:

**About Future Industrial Technologies** // FIT offers workplace safety and ergonomics training programs. **Backsafe®** teaches employees how to perform their specific job tasks in a manner that is biomechanically correct. **Sittingsafe®** teaches office employees how to adapt their existing workstations so they are ergonomically correct. These injury prevention programs make your workplace safer and are proven to reduce injuries and worker compensation insurance costs.

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