

# Empowering Frontline Leadership to Build a Safer, More Resilient Chemical Manufacturing Culture

AMERICAN CHEMICAL MANUFACTURING SUMMIT  
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**PRESENTER:**

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Solstice Advanced Materials**

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VP, Health, Safety,  
Environment, &  
Product Stewardship  
Solstice Advanced  
Materials



We brought an innovative concept to life, and it worked.

**Since implementing the solution:**

**Our drivers have gone 18 months without a recordable injury.**

**One of our most complex plants has gone a year without a recordable injury.**

# WHAT DID WE DO?

Safety leadership workshops  
for frontline team members.

A leader is **someone** who influences **outcomes** and **inspires** others.

**Workshop Topics:**

**Building credibility by meeting standards**

**Practicing accountability, owning outcomes**

**Being of service to others**

**Delivering effective feedback**

**Coaching safety performance**



# SBI Feedback Model



## **SITUATION**

The specific event or circumstance



## **BEHAVIOR**

Observable actions & verbal comments

Nonverbal behaviors & signals

Mannerisms



## **IMPACT**

What I (or others) thought, felt, or did as a result

I saw... I heard... I felt... I thought...

It is not an interpretation or judgment on motivation or intent

# Leading Safety Evaluation Data

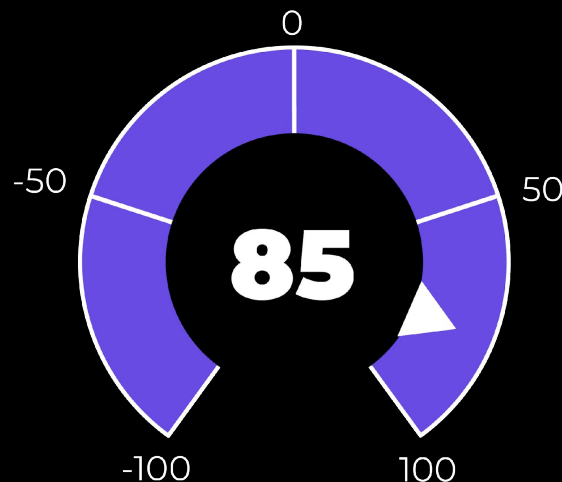
**24**

training classes across  
U.S. & Germany

**342**

survey responses

**NET PROMOTER SCORE®**



**99**

**AGREE/  
STRONGLY  
AGREED**

- The workshop was valuable to my development.
- The course provided me with an opportunity to reflect on my leadership strengths and areas for growth.
- I intend to apply what I learned.

# Leading Safety Participant Feedback

## CORE THEMES

- Engaging, high-impact format
- Leadership growth & mindset shift
- Connected leadership behaviors to safety outcomes
- Practical, usable tools and frameworks
- Peer learning in a trusting environment



*“Dynamic and interactive. It gave me a chance to reflect and process my own beliefs about safety and how my behavior impacts and influences others.”*

*“Great balance of information and practical application scenarios.”*

*“Made me think, be vulnerable, and willing to share.”*

*“Great new way of thinking as a leader.”*

*“Well-planned activities that brought safety home.”*

# Leading Safety Evaluation Data

**90%**

indicated that their safety leadership skills improved as a result of attending the workshop.

**88%**

were applying the knowledge/skills they learned at least once a week.

**86%**

of respondents believed their participation in the workshop influenced positive behavior change at their site.

# Takeaways from Our Experience

**Developing leadership skills at the frontline keeps issues at the lowest level.**

**Like “stop the job,” when team members at all levels understand practical leadership skills, you build a system that meets challenges as early as possible and resolves them quickly.**



# Takeaways from Our Experience

**AI and technology solutions are fantastic for polishing a policy or improving a program design, yet developing safety leaders ensures your policies are implemented and compliance happens.**

**A great vendor partner makes building a safety leadership program easy and effective. We partnered with Lead Star. You can learn more about them at [www.leadstar.us](http://www.leadstar.us).**

**We will continue to reinforce leadership learning in our plants, as it prevents incidents and contributes to positive safety outcomes.**

# Q&A

