

## Essay 6 - Get All Managers on Board

Business Contracts. You gotta have them. As you are most likely in the Corporate World, these contracts are most likely literally flowing out of every office door. That good old Legal Shark.



At *Osteopathic Solutions Ltd*, for our Consultancy and Accredited Training Programmes, if we didn't have a robust (but perfectly fair) booking contract with perfectly reasonable cancellation terms (I'm not scaring you off us am I?), then I don't think I would be writing this Book and at the door of the *Osteopathic Solutions'* Head Office there would be a sign up that said *Sorry! We're Closed*. We wouldn't be *Limited*. We wouldn't offer any *Solutions*. And well, instead of *Osteopathic*, I would be at the golf range, every hour of every day, trying to become a LIV Tour Pro.

In an expectant tone (however that sounds?), I hear you say “*Get to the point Gareth*”. Well, I am talking about Business Contracts specifically with regard to Manual Handling Training, as especially in the first 2-3 years of running the Business, we would have Workforce Training or an Instructor Course booked, signed-up to, cemented, cast in stone; you get my gist. And then a day before! (slightly high pitched; like I sounded at 18 ... no jokes). Yes, a day before (said seriously in my deepest of voices ... thankfully I can these days). You would get an email from the Health & Safety Manager saying in a rather ‘put on’ up beat tone ...

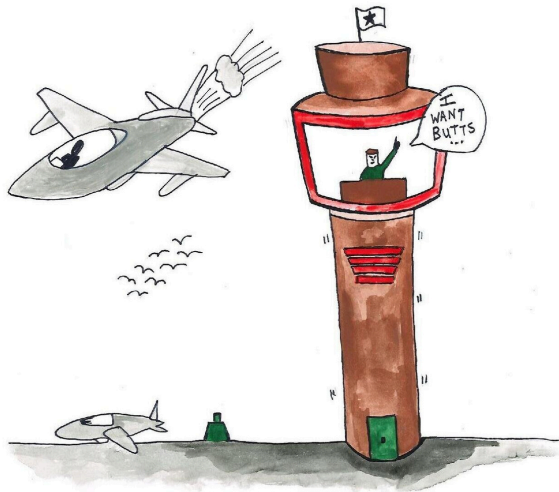
*'Gareth, how are you?'*

*'Desperately sorry but we are going to have to cancel tomorrow's training. The Production Manager has said we haven't hit our monthly target\*.'*

And there my point is. Managers ... other than you ... don't take Manual Handling seriously.

Right a little exercise now. One thing, maybe keep this Book safe. Take it home with you. Put a lock on it. Change the cover to *Sapiens. A brief History of Humankind* (my God that book was so boring). Do whatever you need to.

Picture this. You awake to find yourself blind folded. Your heart is on turbo charge. Your head feels like your first hangover ... mine was from mandarin Vodka at 13. At what age was yours, and from what drink? ... Your hands are behind your back, cuffed. Screams come from the left, they come from the right. You are dunked under ice cold water (gotta love the Yanks\*\*) and come up gasping for breath ... when you here me, in my most scariest of American accents (sounding like the original *Top Gun's* Air Boss Johnson) .... *'I want somebody's butt. I want it now!!'*



\*Possible other reasons why the Production Manager wants to cancel are 1). He/ she wants to assert their Corporate Authority 2). They may receive a bonus from a Production target 3). They have their own preferred provider 4). They simply don't respect Health & Safety

\*\*At no time do I condone the practice of Waterboarding ..... on innocent people

In the space below, write the butts of 5 Managers who do not give a s@@t about Manual Handling. Next to their names, I want you to recall why they are on the list? What did they do, or not do? Did what they do, or didn't do, frustrate you, and if so how? One last thing, these Managers must be people of Influence at your Company otherwise you are probably wasting your time. If you are artistic, you might want to draw them, butt included.

**Butt 1).**

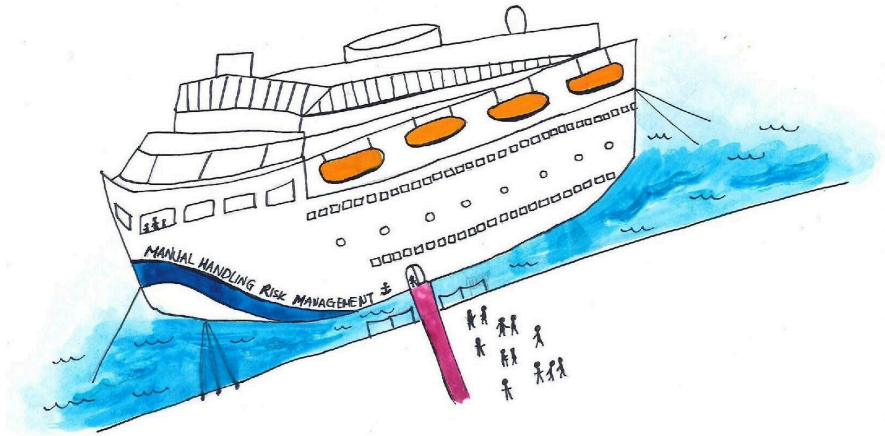
**Butt 2).**

**Butt 3).**

**Butt 4).**

**Butt 5).**

How do you feel now? Better? Maybe not. Frustrated? Irritating feelings of not being listened to? Certainly not winning feelings. I want you to have winning feelings. Here is your **Onboarding Managers (of Influence) 5 Step Action Plan.**



## Onboarding Action Plan

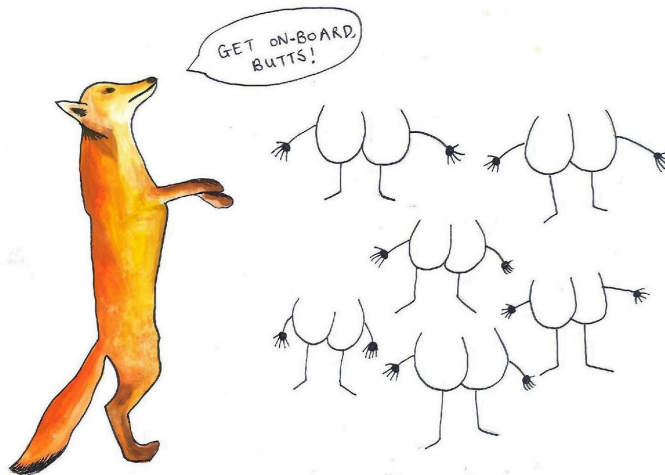
1). Meeting\* with Business Directors/ Owners and those Butts (of Influence) solely about Manual Handling Risk Management. Nothing else. Perhaps you might start with the *True Stories of Regret in Sorry! We're Closed*. What could the Business Directors/ Owners do with £150,000? What couldn't they do without £150,000? Make this meeting to the point. Allow no waffling from anyone. You are the Health & Safety Professional. The Business Directors/ Owners have entrusted you to expertly manage their Business' Health & Safety, so sock it to them! For this you will have to be an Expert in sales and persuasion\*\*. Please don't doubt this. You 100% need to be in your role.

With this said, it is an absolute must that you listen to or buy Jordan Belfort's *Way of the Wolf: Straight Line Selling*.

If you want the free Audiobook version of the *Way of the Wolf: Straight Line Selling*, *LinkedIn* connect with me and I will message you the link.

\*One thing about arranging this meeting (with reference to *Essay 10 - Do a Branson, again!*), get out of your Office and speak to the necessary people face to face. If they aren't in their office, call them. We live in an age of email, email and then some more email. We have voices; let's use them! P.S. you may need to send 1 email, once the time and date has been agreed :.)

\*\*Check out the longest *Essay* in the Book ... *Open the CEO's Wallet ... Essay 42*. In many ways it is the most important *Essay* of *Sorry! We're Closed*.



2). Enforce (as the Health & Safety Professional) that the Business Directors/ Owners and those Butts (of Influence) attend, Expertly run by you\*, a 1 Day Manual Handling Awareness Programme.

3). Give **ALL** Employees regarding **ALL** of your Business' Manual Handling tasks, the opportunity to be part of a Video 'Letter' to the Business Directors/ Owners and those Butts (of Influence); professionally and in an adult manner, explaining the issues with their Manual Handling tasks, loads and environments. If some Employees want to be anonymous, then hand written is fine. You could then record these as part of this Video 'Letter'.

4). That meeting solely about Manual Handling Risk Management? Make it quarterly, every 3 months, every 90 days (depends which months you are adding up). You get my gist. If someone mentions another topic other than Manual Handling, maybe they get a pie in their face.

5). Business Directors/ Owners and those Butts (of Influence) to partake in *Essay 3 - Do a Branson!* If that won't onboard them, then nothing will. With that said, this might be a cumulative reason why it's time to move onto a Business that truly values your Expertise.

\*You will need DigiTrain® for this. Listen to the Podcast **DigiTrain®. A Health & Safety Professional's Must Have!** written by myself, and Expertly recorded by Voiceover Artist *Sean Antony*. Go to [www.osteopathicsolutions-manualhandling.co.uk/digitrain-podcast](http://www.osteopathicsolutions-manualhandling.co.uk/digitrain-podcast)