

Tip 21 - Champion your own Team

Firstly let's define the word *Champion*. In its noun meaning ... *a person who has surpassed all rivals in a sporting contest or other competition*. And in its verb meaning ... *vigorously support or defend the cause of*. And lastly let's define the word *Team* with its verb meaning ... *come together to achieve a common goal*. I know these 2 words have obvious meanings to us all. But I will pull* them together as the following ...

Professionals at the top of their game, who come together and vigorously support the cause, to achieve a common goal.

You are a *Professional*. Your *game* is Health & Safety. The *cause* is Manual Handling Risk Management. Your *common goal* is **leveraging business growth**. Before we move on with the main theme of *Tip 21*, I want you to be honest with yourself. Actually, totally honest with yourself! So totally honest that I want you to put this book down, get out of your chair**, stand in front of a mirror, with your left palm across your chest and your right hand by your side, palm forward (like you are waving) and say the following ...

*My name is*** Within my career, my work life, I am a Professional in Health, Safety and Wellbeing. I pride myself on caring for the people I protect. I also don't work for fun. Through my career I want to give myself a better and happier**** life.*

Now that you have taken your own seat again, how did that feel? You put your 'Health & Safety hat' down for a moment and thought about yourself. I get that you want to help people. Look I used to be an Osteopath (and probably would still be if it wasn't for my neck injury) and understand that 'heal everybody and everything' mentality. But don't forget why you have this job in the first place.

*Remember, with BackSafe technique and practice.

**You didn't have to? How vain are you having a mirror on your desk?!

***Insert your name here.

****But being mindful that money doesn't bring happiness. But, sure it would help.

You have this job because your Directors want to leverage business growth. They* certainly don't care about having a happy workforce. Leverage the growth of the business you are employed by and you will leverage your life.

Ok, so that's all the motivation stuff done for this *Tip*. Here's my 3-step approach to Championing your own *Manual Handling Risk Management Team*.

1). Grow your Team**



You can't do it all by yourself. If you are employed by a Group, with multiple sites, and you are currently the *Billy No Mates* of Health & Safety, and you want that Team, go get that Team! *Straight Line Sell**** to your Directors and watch your Team grow, and with this Team, working as a Team, you can only then leverage business growth. I am 12 years into my Business (as of 2022) and up until now I feel that each Member of our Team has really been doing their own thing. And now, I am pulling everyone together for our *common goal*, as it is only with this, that we will truly leverage (proper) business growth.

*Some will.

**You may be the only Health & Safety Professional at your business, as say you have 200 employees or less. I will ask you a personal question. Do you see the role as your end game role? Or is it a stepping stone to a Group Safety Director role?

***Like the Wolf, Jordan Belfort!

2). Train your Team

Your Team will join you with a varying amount of Manual Handling Risk Management experience. Yes, they are all NEBOSH qualified. But are they a Manual Handling Risk Management Expert? If not, then this is their plan to get them there. Allow them (and give them the time) to:

- Read *Sorry! We're Closed*
- Attend our 3 or 2 Day Manual Handling Instructor Assessor Course
- Attend my Manual Handling Q&As
- Read, watch and listen to my Blogs, Vlogs and Podcasts
- Conduct Manual Handling & Ergonomic Risk Assessments
- Deliver Bespoke Workforce Manual Handling Training
- Take an active part in Management Meetings

If you already have a Team who have good experience in Manual Handling Risk Management, have you thought about allowing them to train Manual Handling Instructors (across your business and its sites), who then can train the business' entire Workforce? You have? If you take Manual Handling Training seriously (and I expect you do as you have reached *Tip 21* of *Sorry! We're Closed*) let's look at what you and your Team will have to expertly put together with this plan in mind. This is with reference to a 2 Day Manual Handling Instructor Assessor Course:

- Course Outline & Learning Outcomes
- Instructor (You or Your Team Member) Lesson Plan
- PowerPoint* & Videos for Classroom Theory
- Course Attendee Manual
- Course Attendee Practical & Written Assessment
- Course Attendee Certificate Template
- Course Attendee Feedback Form
- Course Accreditation

As you can see there is a lot to do, in order to get everything together to be ready to deliver a remarkable in-house Course. And that's what you want isn't it? A remarkable Course. Not an average one.

*This does not apply to *Tip 25 - Ditch the PowerPoint*

AVERAGE TRAINING = AVERAGE INSTRUCTORS = AVERAGE
TRAINING

REMARKABLE TRAINING = REMARKABLE INSTRUCTORS =
REMARKABLE TRAINING

How long will all this Course Preparation take? A month of solid, hard work? Maybe more? What with the many job roles you and your Team have. No stresses here. Guess what? We've done it for you! Turn the pages for DigiTrain®.



3). Nurture your Team

To nurture is *to care for and protect (someone or something) while they are growing*. I'm (politely but still at the same time directly) talking to you Mr, Mrs or Ms Group Health & Safety Director (GHSD).

You may not like what I am going to say but Manual Handling Risk Management is **NOT** below you. Since 2007, I have spoken to many GHSDs who clearly believe that it is below them. If you pass the complete management to your Team and you don't show much care or importance for Manual Handling Risk Management, is your Team going to be properly motivated for their job at hand. Remember *Tip 7 - Morph into the Business Owner?*

That's what you need to do. Treat your Team as your own Business Team. As you are a Group Director, I can only assume you will have a Health & Safety Consultancy Business sooner rather than later. Then if so, get used to nurturing and *Championing your own Team!*

Exercises

- Join me and 3 other Health & Safety Professionals on my **DigiTrain® Save Your Business a Small Fortune Q&As Webinar** which I run every Friday at 10am via Microsoft Teams. Each attendee receives a **£300 OFF VOUCHER** for our *Only UK Product of its Kind!* You can book your place by emailing me at gareth@osteopathicsolutions.co.uk

Web Pages for further Research

- You can find everything you need to know about DigiTrain® including its Features & Benefits and FAQs via www.osteopathicsolutions-manualhandling.co.uk/digitrain
- Read my Blog post *DigiTrain®. A Health & Safety Professional's Must Have!* via www.osteopathicsolutions-manualhandling.co.uk/digitrain-health-and-safety-managers-must-have
- Or if you prefer listening to professionally recorded Podcasts you can listen to this Blog post via www.osteopathicsolutions-manualhandling.co.uk/digitrain-podcast
- Read my Blog post *The 5 Days of DigiTrain®* via www.osteopathicsolutions-manualhandling.co.uk/5-days-of-digitrain-osteopathic-solutions-gareth-milner
- For our Accredited Bespoke Manual Handling Instructor Assessor Programmes run at your site please go to www.osteopathicsolutions-manualhandling.co.uk/manual-handling-instructor