President's Message - January 2017

What Is Your Career Strategy?

At the beginning of every new year, many people focus on their goals and strategies for the coming year. Some refer to these as resolutions. In business, whether we work for others or work for ourselves, most of us operate on the “goals and objectives” concept. There are also numerous tools and methodologies available to us to help us better plan our path forward. Tools like SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis, Balanced Scorecards (google Kaplan and Norton) and others have been around years.

That being said, successful organizations I have seen over my years have three very common threads that we could use in our business as well as personal career development.

1. **No plan survives contact with the enemy.**

It is said that this quote actually originated with Helmuth Von Moltke in the mid-nineteenth century. Some folks also refer to this as Murphy’s Law of War. What I interpret this to mean is that plans need to be flexible, as conditions sometimes change requiring you to change with them. For example, did you plan to attend some of the ASSE Chapter meetings this past year? Did you attend as many as you had planned? Probably...
not. Things happen. Things like time demands, schedules, personal relationships, etc. If your plan was interrupted, did you get back to the plan? Adjust the plan? Or just punt?

2. Reflection

Before you plan this year’s strategy, how did you do last year? Do you know why you did or did not achieve your plan? I remember doing a safety management systems audit on a company a few years back, and one of the questions was, “Do you have any goals and objectives for this year?”. Of course they did. They were nice and concise, the objectives were clear in how they would help achieve the goals, there was a budget for each, timelines, measurements, etc. All the right content. Wow, I thought, these guys were going to get a high score on this section. So, the follow-up question was then asked. Can I see your goals and objectives for the past two years? Ahhh, this is where the facts came out. The past two documents were carbon copies of this year’s plan. So, the second follow-up question was asked; “were any of last year’s goals accomplished?”. The answer: No. So, I asked next question, “so, why do you think any of this year’s goals and objectives will be successful?” He said, “I don’t, they never are”. Obviously, this reminds all of us of the definition of insanity; doing the same thing over and over again and expecting a different result. Thus, there was not a very good score on the audit for goals and objectives. What probably should have occurred is some sort of analysis as to the obstacles, and what could be done differently to overcome these obstacles or what resources or responsibilities really needed to be in place.

3. Keeping them real, simple, and measurable.

I know, this is actually three different thoughts here. The analogy I like to use to explain this thread is the concepts of a zero-injury goal for an organization that has an incident rate of 3 or 4. No one can argue that we should have a goal to hurt people. But, as a goal, zero-injuries makes no sense if you have not been able to achieve it, ever. So, maybe it is not the right goal? Maybe it is too lagging? Maybe there are other influences that, if not measured, will undermine achieving this goal long before the end of the year which could have been the better goal? Many folks like to use the SMART goal concept; Specific, Measurable, Attainable, Realistic and Time-based. You all can google SMART goals if you are not familiar with them, but to me, I never like goals like “improve employee involvement,” or “be better at networking with colleagues” when there is no real target or measure defined to keep one on track and prove success.

So, as you all plan your business and career goals this year, think about the three threads above, and how ASSE, and the Chesapeake local chapter, can help you meet and achieve success. We would love to hear from you if you have any ideas as well.

Ciao.
2016-2017 Chesapeake Chapter ASSE Programs

Our monthly chapter meetings are valuable opportunities for professional development, networking and catching up with friends and colleagues.

Take a look below to see what we’ve got in store for you!

January Chapter Webinar

Changing Your Safety Culture to Prevent Accidents and Injuries
Donald Theune
DONNIC CONSULTING GROUP, LLC

DATE: January 10, 2017
TIME: 12:30 PM - 1:30 PM

E-mail chesapeakeasse@gmail.com to register.

Learning Objectives
* Learn about the causes of 90% of accidents and injuries.
* Discover why change is so difficult.
* Gain insights into what works and what doesn’t work.
* Culture creates behavior.

Presenter:

Donald Theune is Principal and Cofounder of the DONNIC CONSULTING GROUP, LLC. Mr. Theune has helped over 300 major companies to significantly reduce and prevent accidents and injuries. The DONNIC CONSULTING GROUP, LLC is a training and consulting company that specializes in safety culture change. We help prevent the human mistakes and distraction that causes 90% of accidents and injuries as well as having a
negative impact on production and quality.

January Chapter Meeting

Annual MOSH Update

Join us for an informative update on MOSH legislative and regulatory activity. Tom Meighen, Commissioner, Maryland DLLR-DLI, and William Dallas, Assistant Commissioner, MOSH, will be presenting.

**Wednesday, January 25, 2017** | 11:30 AM

*Liberatore's Ristorante,* 9515 Deereco Road, Timonium, MD 21093

Cost: $20.00 per person*

E-mail [chesapeakeasse@gmail.com](mailto:chesapeakeasse@gmail.com) to register.

Please register by **January 20, 2017** in order for us to get an accurate count for lunch.
Check the chapter website for more details & contact information chesapeake.asse.org.

*Please note if you register and don’t attend you will be billed for the meeting.

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Chapter Webinar Series

November Chapter Webinar

ISO 31010/ANSI Z 690.1 – “Risk Assessment Methodologies”

PAUL ESPOSITO, CIH, CSP

STAR Consultants, Inc.

If you missed the webinar on November 29, 2016, you can view the recording at the following link:
https://attendee.gotowebinar.com/recording/4935890595033336065

Learning Objectives

2. Become familiar with some hazard identification methodologies and tool sets
3. Generate risk reductions based on the hierarchy of controls
4. Present management with risk assessment leading metrics

Bio

Paul Esposito, CIH, CSP
President
STAR Consultants, Inc.
www.starconsultants.net

Mr. Esposito has 36 years of experience in safety and health management, with a master’s degree from Johns Hopkins University. STAR, in business since 1997, specializes in assisting leading companies in implementing and sustaining safety culture, management systems and risk management. He is a regular presenter at health and safety conferences worldwide, and is currently the principle developer and lead instructor for ASSE’s Risk Assessment Certificate program. His primary current focus is on developing and mentoring EHS professional talent and helping companies achieve safety through accountability and recognition.

October Chapter Webinar

Sleep Deprivation as a Deterrent to Human Performance:
An Emerging Issue for Safety Professionals
If you missed the webinar on **October 18, 2016**, you can view the recording at the following link:
https://attendee.gotowebinar.com/recording/8788092254156298241

**Abstract:**
Sleep deprivation/disorders and underlying health conditions have a negative impact on worker health, safety and performance. Sleep deprived workers struggle to overcome powerful physiological forces that reduce cognition, reaction time, multi-tasking ability and more. Unmanaged sleep issues can lead to accidents, injury, and reduced compliance with safety procedures. This session will assist the Safety Professional to understand the physiology of sleep deprivation and the resulting “very real” biological detriment to performance. Discussions will include: 1) The interconnected physiology of multiple body systems that are managed by the internal “circadian rhythm,” 2) Workplace policies and environmental factors that negatively impact sleep health, 3) Strategies to proactively assist workers to adjust to altered sleep patterns such as workplace environmental/policy changes, and sleep health awareness campaigns.

**Learning Objectives:**

1. Understand the impact of sleep deprivation/disorders and comorbidities on human performance and the physiological impact of sleep deprivation on the body.
2. Gain an understanding of workplace factors which negatively impact sleep patterns, and
3. Become of aware of strategies to proactively assist workers to adjust to altered sleep patterns such as workplace environmental and policy changes, and sleep health awareness campaigns.

**Bio**
Jeanne Sherwood, RN, CWWS, is President and Founder of WellAdvantage, a provider of workforce population wellness programs and health services. Jeanne was inspired to start her company during her 17 years of experience as an Intensive Care Nurse. She set out with a goal of preventing unnecessary hospitalizations and infirmity by contributing to health awareness and health education campaigns in the workplace. Her efforts have expanded to the complete implementation and management of workforce population health promotion programs, and integrated health and safety initiatives. Jeanne and her team have been at the forefront of innovation in the field of workforce population health for over 15 years, serving workforce populations globally.
At the December Chapter meeting, two members received ASSE Membership longevity awards.

Mike Ginther - 26 years (top)

Fred Miller - 25 years (bottom)

Congratulations!

Save the Date!

2017 Chesapeake ASSE and AIHA Educational Seminar

Thursday, April 6, 2017

Did you know MOSH offers FREE classes on a variety of safety topics?

Check out the website for more information:

https://www.dllr.state.md.us/MOSHCalendar/web/content/Home.aspx

Chesapeake ASSE Safety Professional Of The Year

We are seeking nominations for the ASSE Chesapeake Chapter SPY award. The SPY award is an honor acknowledging the dedication and outstanding contributions of a member of our Chapter.

Who will you nominate for this recognition?

To be eligible nominees must:
• Be a Professional Member or Member in good standing of the Society and the Chesapeake Chapter.
• Not have received this award within the past five (5) years.
• Be engaged in full-time employment in the profession of protecting people, property and the environment.

For more information, see the Chapter website: http://chesapeake.asse.org/encounters-news/chesapeake-asse-safety-professional-of-the-year/

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**So, you want to be PRESIDENT! Why not…**

All kinds of people have served as the President of the Chesapeake Safety Engineers. It’s a big job, and getting bigger. **But why not consider the top job?** Or, maybe come in as Secretary, Treasure, or even 2nd Vice President so you can begin the path to the top job. We need good leadership to keep our organization strong and moving forward. And there are training opportunities available for persons interested in taking on a leadership position. All of the Chesapeake Safety Engineer Officer descriptions are on the web page: http://chesapeake.asse.org/download/471/, so please take a look and get involved. Hopefully you are not a www.idon't_wanta_doanything@couchpotato.com. Get involved, give back, and play it forward for our profession.

If you have any questions about the nomination process, or to express interest in running for a leadership position, contact me @ 410.530.3322 or CraigDonLow@Yahoo.com.

Craig D. Lowry
Past President & Nomination Chair

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Jeanne Sherwood, RN
Chesapeake ChapterWISE Representative
jpsherwood@welladvantage.com

What is Your 2017 Word?

Happy 2017 to you! I recently saw a morning show that featured a spot suggesting that we establish a “2017 Word” that reminds of us of our personal intent for the coming year. Suggestions were given such as Hope, Peace, and Health. This seems like a nice departure from the typical New Year’s Resolution, and probably more achievable! After some thought I decided that my 2017 word is “Receive.” I intend to take time to
receive the abundance around me, whether it is in the form of meeting new people, spending time with loved ones, or enjoying new experiences! I am already doing great at achieving this 2017 intent!! What is your word for the year? Feel free to drop me a line, and let me know!

WISE UPDATES:

1. **Chesapeake Chapter WISE Membership**: Our WISE membership has grown by 20% to 25 members!! And just in case you are wondering – this includes 24 Women and one Man!

2. **Open Web Meeting**: WISE is holding an Open Web Meeting on Wednesday, **January 25, 2017, at 1:00 pm CST** to increase awareness about WISE and of the Safety Profession. For more information and to register for this free web meeting please visit ASSE.org/PracticeSpecialties/WISE/ or [click here](#).

**WISE** (Women in Safety Engineering) is a Common Interest Group within ASSE which fosters the advancement of women in the OHS profession.

If you are interested in helping to promote WISE within our Chapter, please feel free to drop me a line! I welcome your help!

Sincerely,
Jeanne Sherwood, RN
Chesapeake ChapterWISE Representative
jpsherwood@welladvantage.com

WISE website, facebook, twitter, linkedin sites are below:

WISE Website  WISE Facebook  WISE Twitter  WISE LinkedIn

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**Government Affairs Report**

For current information on Federal and Maryland State regulations and safety initiatives, see the [Government Affairs Report on the Chesapeake Chapter website](#).

**Federal Agencies**
Employment Opportunities

See the Chapter website for more information and more job opportunities: [http://chesapeake.asse.org/current-openings/](http://chesapeake.asse.org/current-openings/)

Safety Manager

Premier Building Group

This position will be a direct hire assignment position for the Great Bay Solar Project in Somerset County Maryland and will last 7-9 months with an extension option for any additional work available. This position will report directly to the Premier Building Group Corporate Safety Director and has direct working relationships with Operations Managers, field supervision and employees.

Qualifications:

1. Bachelors Degree in Safety or related field, with 7-10 years of Construction related experience. May
substitute 10-15 years of experience in lieu of degree. Must possess strong written, verbal and interpersonal communication skills.

2. First Aid-CPR Certified Instructor preferred
3. OSHA 500 Train-the-Trainer preferred.
4. CHST or similar accreditation preferred.

For more information, please see the Chapter website:
http://chesapeake.asse.org/current-openings/

To apply: Send resume to Mr. Warter.
Dan Warter, Director of Safety
Premier Building Group
Dan.Warter@premierbuilders.com
3191 E. 44th Street, Tucson, AZ 85713
(520) 293-0300 – Office – Ext 112

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Safety Supervisor
XPO Logistics

Summary:
XPO provides cutting-edge supply chain solutions to the world's most successful companies, including Boeing, Home Depot, Ikea, L'Oréal and many others. We're growing worldwide. And we're constantly looking for talented individuals at all levels who can deliver the caliber of service our customers require. If you're ready to give us your best, let's talk. We'd like to invest in you.

The Safety Supervisor is responsible for maintaining, coordinating, and communicating environmental health and safety processes and procedures to achieve company and customer objectives successfully.

For more information, please see the Chapter website:
http://chesapeake.asse.org/current-openings/

To apply: Please visit XPO Logistics' website at https://jobs.xpo.com/job/Perryman-Safety-Supervisor-1st-Shift-MD-21130/363577000/

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Environmental Safety Officer
Central Intelligence Agency - Washington, DC

Summary:
The Environmental Safety Officer (ESO) is responsible for supporting the CIA's environmental safety program at Agency facilities. The incumbent serves as a technical expert and as required, a program manager. ESO responsibilities include coordination of all environmental, safety and health (ES&H)
compliance programs at the location of assignment. ESO responsibilities also require the incumbent to:

- conduct environmental safety and health (ES&H) inspections to ensure compliance with applicable standards and prevailing professional practices, provide ES&H training for Agency employees, investigate ES&H incidents to ensure that action is taken to correct deficiencies or violations of standards, investigate employee complaints and suggestions regarding hazardous conditions, maintain site ES&H records, managing support contracts, and interface with Federal, state and local regulatory officials.

For more information, please see the Chapter website:
http://chesapeake.asse.org/current-openings/

To apply: Please visit the website at:
https://www.cia.gov/careers/opportunities/support-professional/enviro-safety-off.html

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Safety, Health, and Environmental Manager

BAE Systems - Rockville, MD

Summary:

Actively promotes and support the health and safety programs at several sites throughout the WS and Legacy I&S programs within the Intelligence and Security sector. Supports the site leads in their safety programs on a daily basis. Facilitates health and safety training for Company staff, subcontractors, and any parties required to participate to ensure achievement of exceptional health & safety performance including developing training content and delivering course information. Authors health and safety related documentation (reports, logs, records, safety hazard analyses and site specific risk mitigation plans), completing required information for daily reports and client communications in a timely and accurate manner. Ensures that all documentation is organized and uploaded to the shared SHE SharePoint site. Conducts regular inspections with site leadership involvement to assess safety, health and environmental systems adherence as well as identify potential loss and risk to employees and property. Takes appropriate actions to prevent loss and mitigate risk in accordance to company standards and practices. Ensures that deficiencies are corrected in a timely manner and to acceptable measures. Represents the Company in a positive and professional manner in client and regulatory agency interactions, serving as the primary point of contact for site health & safety within the MECS and SDIO North sites. Collaborates with Project Managers to ensure that health and safety activities are incorporated effectively into project plans within the scope of the business unit. Reports health and safety incidents to the Company Incident Database. Conducts related investigations thoroughly, completing associated documentation accurately. Ensures and verifies implementation, communication, and documentation of corrective actions and corrective action close-outs.

For more information, please see the Chapter website:
http://chesapeake.asse.org/current-openings/

To apply: Please visit the website at:

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College Safety & Security Officer
Frederick Community College

Summary:

The PTVS Safety and Security Officer is the principal agent responsible for carrying out the College security functions of Frederick Community College. These functions include protecting life and property, preserving the peace and order of the College community and providing response, aid and customer service to all campus stakeholders. This position reports to the Supervisor of College Safety and Security.

For more information, please see the Chapter website:
http://chesapeake.asse.org/current-openings/

To apply: Please visit the website at:
https://jobs.frederick.edu/applicants/jsp/shared/position/JobDetails_css.jsp?postingId=147175

Emergency Management & Safety Specialist
Howard County Public School System

Summary:

Under the direction of the Manager of Safety, Environment and Risk Management, the Emergency Management / Safety Specialist will perform duties associated with the effective operation of the Office of Safety, Environment and Risk Management in protecting the school system's human (employee and student), financial and physical assets and resources from exposures with loss consequences through effective safety programs and emergency planning. The Safety Specialist is responsible for ensuring compliance with the guidelines of federal, state, and local safety regulations and standards.

For more information, please see the Chapter website:
http://chesapeake.asse.org/current-openings/

To apply: Please visit the website at:
https://applitrack.com/hcps/onlineapp/JobPostings/view.asp?all=1&AppliTrackJobId=2137&AppliTrackLayoutMode=detail&AppliTrackViewPosting=1

Presenters for the 2016-2017 Chapter Year

Chesapeake ASSE is seeking presenters for Chapter Meetings during the 2016-2017 chapter year. The Chesapeake Chapter is looking for technically oriented and practical presentations that fulfill the needs of our health and safety members. Lecture, panel discussions and demonstration sessions are requested to
enhance members learning opportunities.

The ASSE Chesapeake Chapter invites those interested in presenting at one of our Chapter meetings to contact: chesapeakeasse@gmail.com

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**SOCIAL MEDIA REMINDER**

*Don’t forget to also check the Chesapeake Chapter social media sites for more information. Sign up on LinkedIn.*

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**Chesapeake Chapter ASSE Goal:** The purpose of this Chapter is to promote the advancement of the safety profession and safety professionals and development of its members in the geographical area served.

The Executive Committee meets on the first Friday of each month @ 2pm to further these goals. Contact anyone below for more details, and if you would like to participate!

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**President:** Paul Esposito, CSP, CIH, paul.esposito@starconsultants.net, 410-218-8451

*Leads the meetings, and creates our messages.*

**Vice President:** Robb Altenburg, frank.r.altenburg.civ@mail.mil, 410-278-3162

*Communications and Committee Activities.*

**2nd Vice President:** Leslie York-Hubbard, Lsyork99@yahoo.com

*Membership development.*

**Treasurer:** Robert L. Lawson, Rllawson2@verizon.net

*Keeps us solvent.*

**Secretary:** Mike Wolf, MWOLF01@harris.com

*Meeting minutes.*

**Delegates:**

Bill Sapero, bsapero@kimballcc.com
Delegates represent us to ASSE National.

Past President: Craig Lowry, CSP, craigdonlow@yahoo.com
Keeps us on track.

Specific committees and their chairs are listed below. Please offer your support if you are interested!

Nominations & Elections: Craig Lowry, CSP, craigdonlow@yahoo.com

Programs Chair: Patrick Whettle, Pat0814@comcast.net
Develops speaker and locations for monthly meetings.

Government Affairs Chair: Rose Overturf, rose.m.overturf.civ@mail.mil
Keeps us up to date on legislative issues. Now posted on the website!

Scholarship & Awards Chair: Barbara Jo Ruble, QEP, CPEA, bruble@stcenv.com
Coordinates the solicitation of nominations, selection of recipients, and awards presentations.

WISE Liaison: Jeanne Sherwood, jpsherwood@welladvantage.com
Women in Safety Engineering (WISE) is a common interest group which has been established to foster the advancement of women in the SH&E profession.

Membership Chair: Mary Smith, masmith@ceiwc.com
Welcomes new members, solicit ideas for member participation.

Newsletter Chair: Laura Wickersham, newsletter@chesapeake.asse.org
Does a great job of keeping us informed.

Communications: Jerome Yoon, Jerome.Yoon@redcross.org
Coordinates web updates. We welcome participants with web and social media skills!

Professional Organization Liaison: Jim Lewis, jlewis@mde.state.md.us

PDC Co-Chairs:
Jim Lewis, jlewis@mde.state.md.us
Mary Doyle, mdoyle@jhsph.edu
Robert L. Lawson, Rllawson2@verizon.net
Joseph Opauski, Joseph.Opauski@ngc.com

PDC Vendors: Mike Ginther, CSP, Mike.Ginther@jhuapl.edu, 443-778-6454
PDC is set for April 6, 2017. Speakers, vendors, events, etc!
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