

**IS EVERYBODY
REALLY RESPONSIBLE
FOR FOOD SAFETY?**

**EVERYBODY HAS THE
POTENTIAL TO CREATE
DAMAGE BY BEING CARELESS**

WARNING

WARNING

WARNING

WAR

ING



EVERYBODY IS RESPONSIBLE FOR FOOD SAFETY..



NOBODY IS RESPONSIBLE FOR FOOD SAFETY





**IS EVERYBODY
REALLY RESPONSIBLE
FOR FOOD SAFETY?**

- ✓ **VISION**
- ✗ **PRACTICAL**
- ✗ **TACTICAL**



**IS EVERYBODY
REALLY RESPONSIBLE
FOR FOOD SAFETY?**

 **VISION**
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**IS EVERYBODY
REALLY RESPONSIBLE
FOR FOOD SAFETY?**

- ✓ **VISION**
- ✓ **PRACTICAL**
- ✓ **TACTICAL**

AGENDA

- **Clarifying the Issue**
 - Description
 - Discussion
 - Wrap Up
- **What Can I do About it?**
 - Description
 - Discussion
 - Wrap Up

NEXT ➔

CLARIFYING THE ISSUE

Dividing the Work

1. Clear Responsibilities

Dividing the Work

- 1. Clear Responsibilities**
- 2. Accountability**

Dividing the Work

1. Clear Responsibilities
2. Accountability
3. Coherence

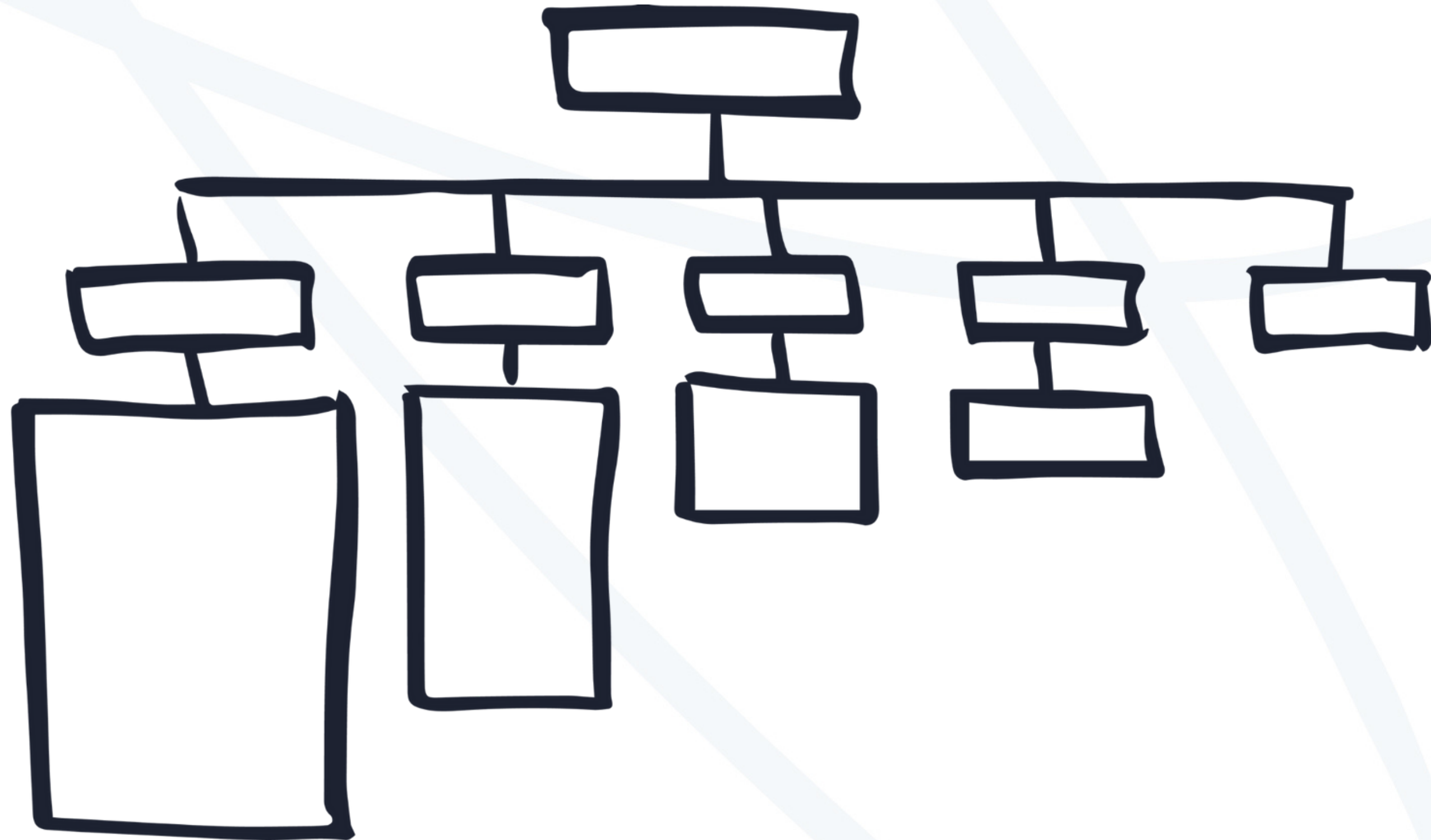
Dividing the Work

- 1. Clear Responsibilities**
- 2. Accountability**
- 3. Coherence**
- 4. Align Responsibility with Authority**

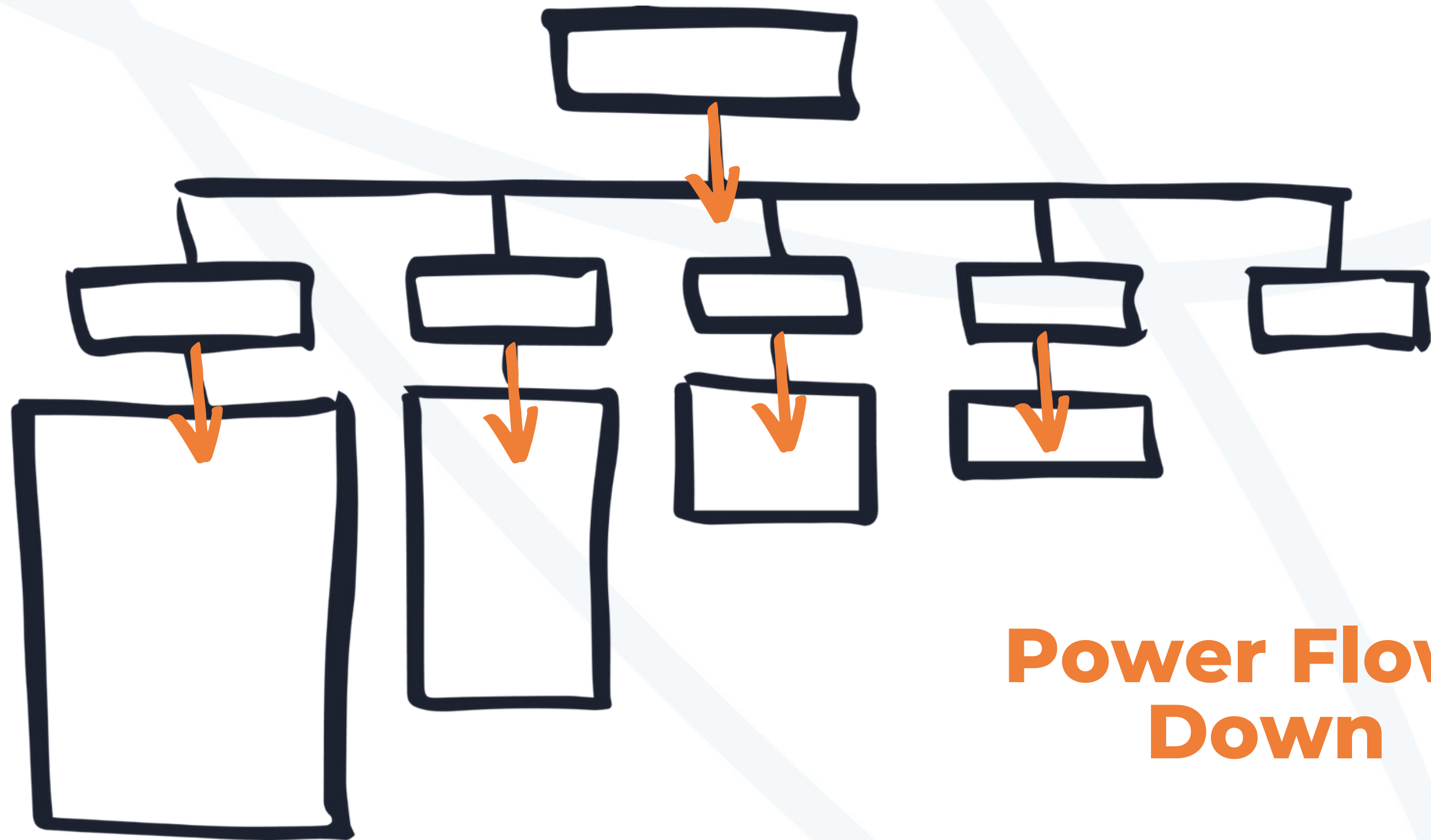
Dividing the Work

- 1. Clear Responsibilities**
- 2. Accountability**
- 3. Coherence**
- 4. Align Responsibility with Authority**
- 5. Align Work with Natural Roles**

Org Chart

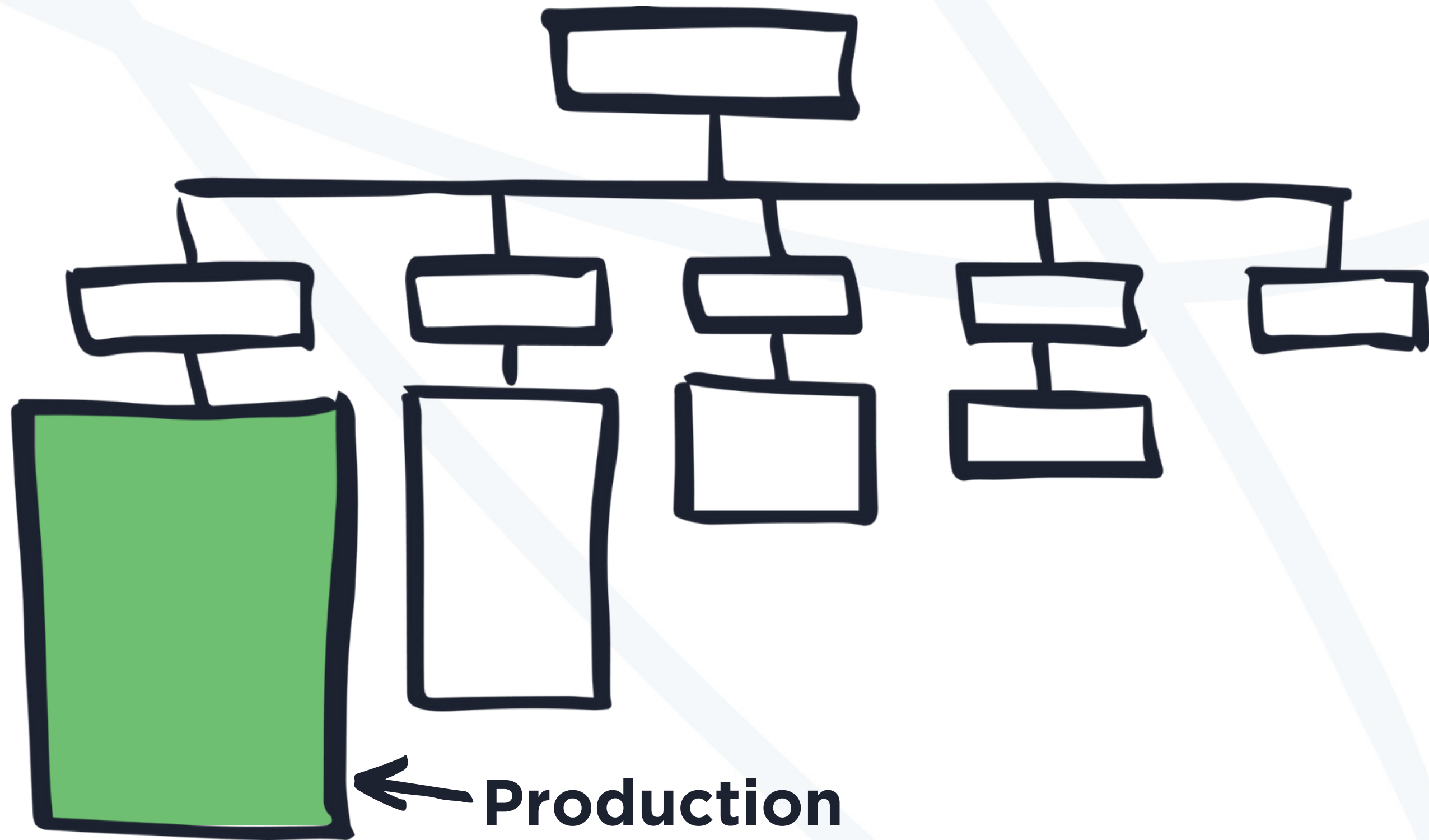


Org Chart

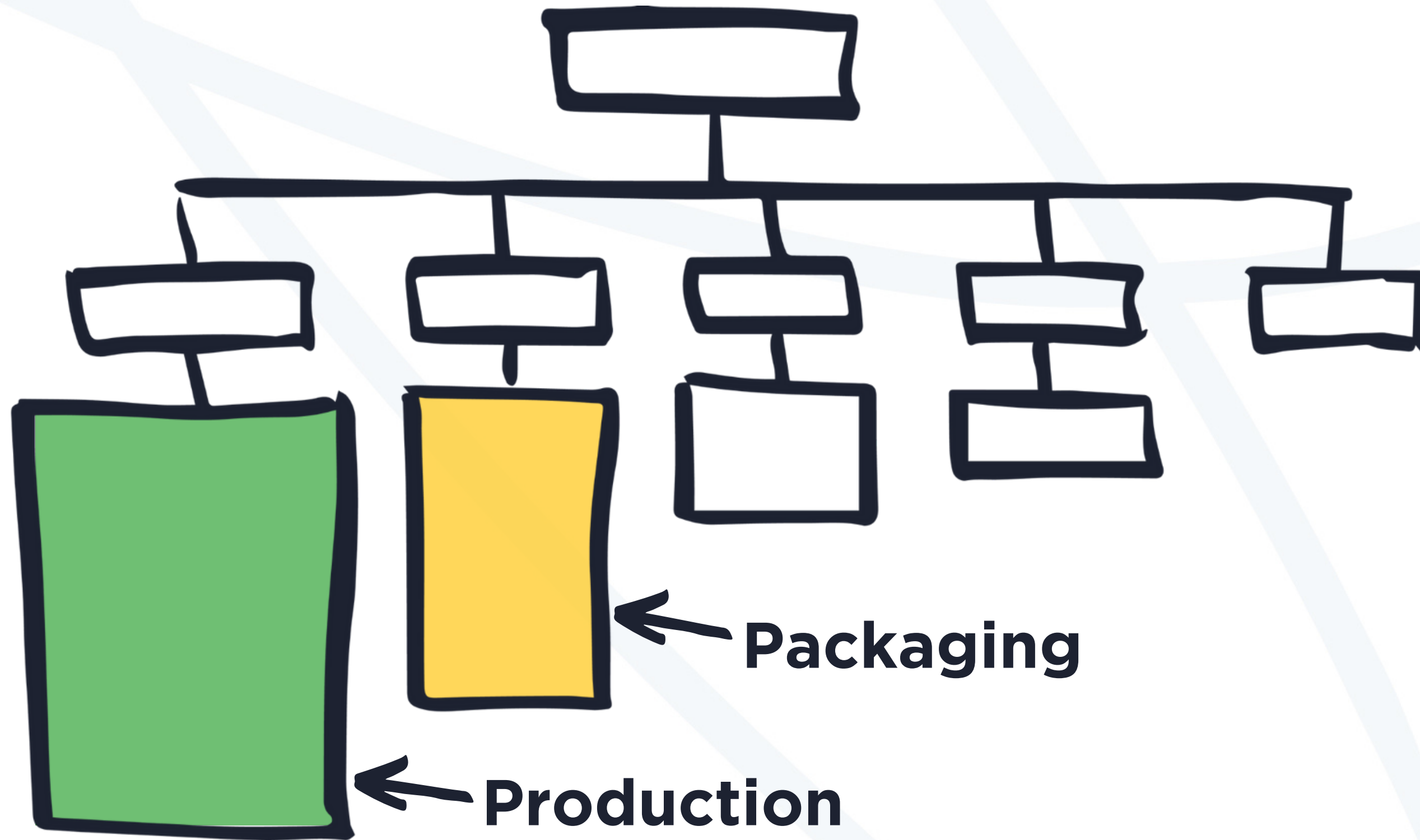


**Power Flows
Down**

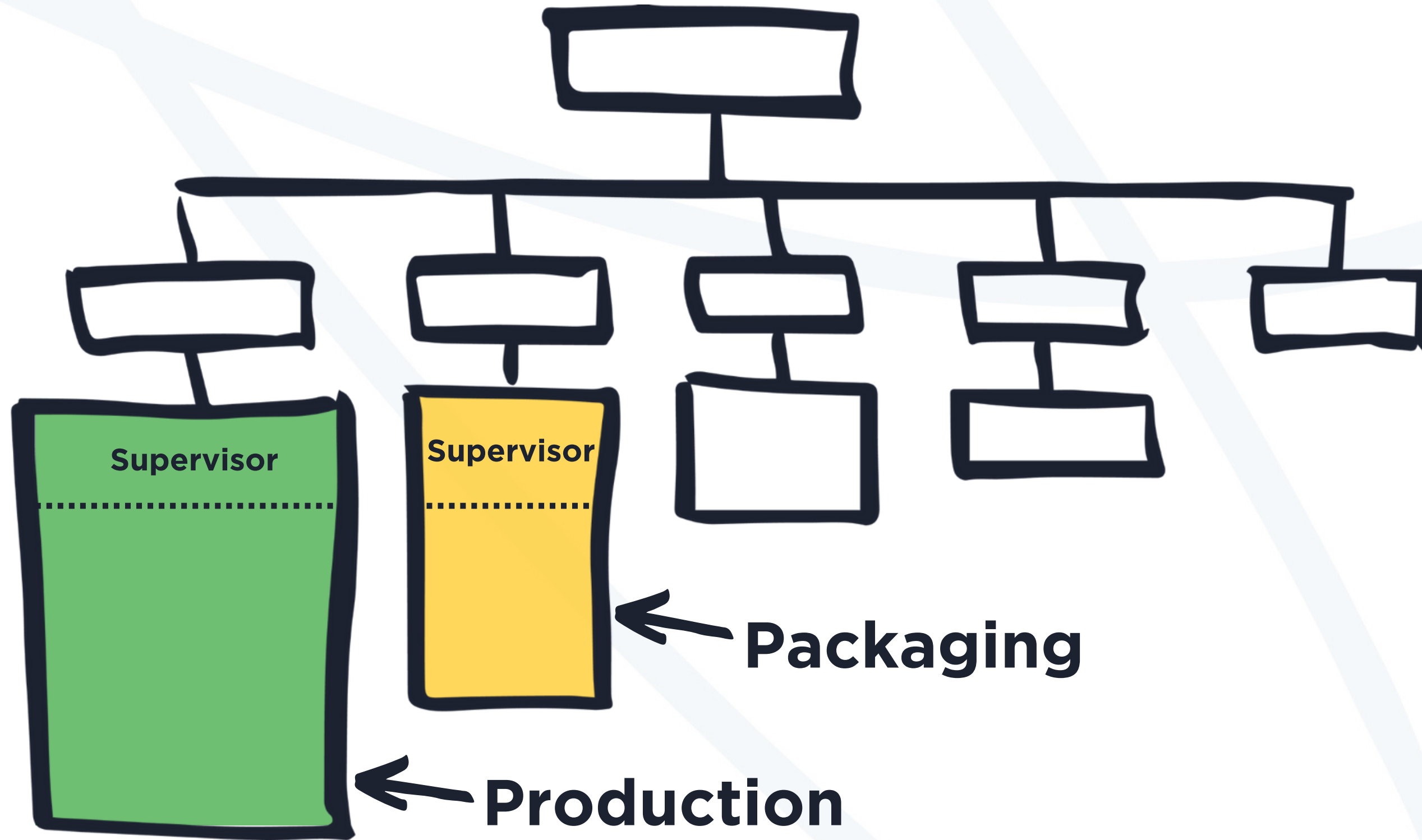
Org Chart



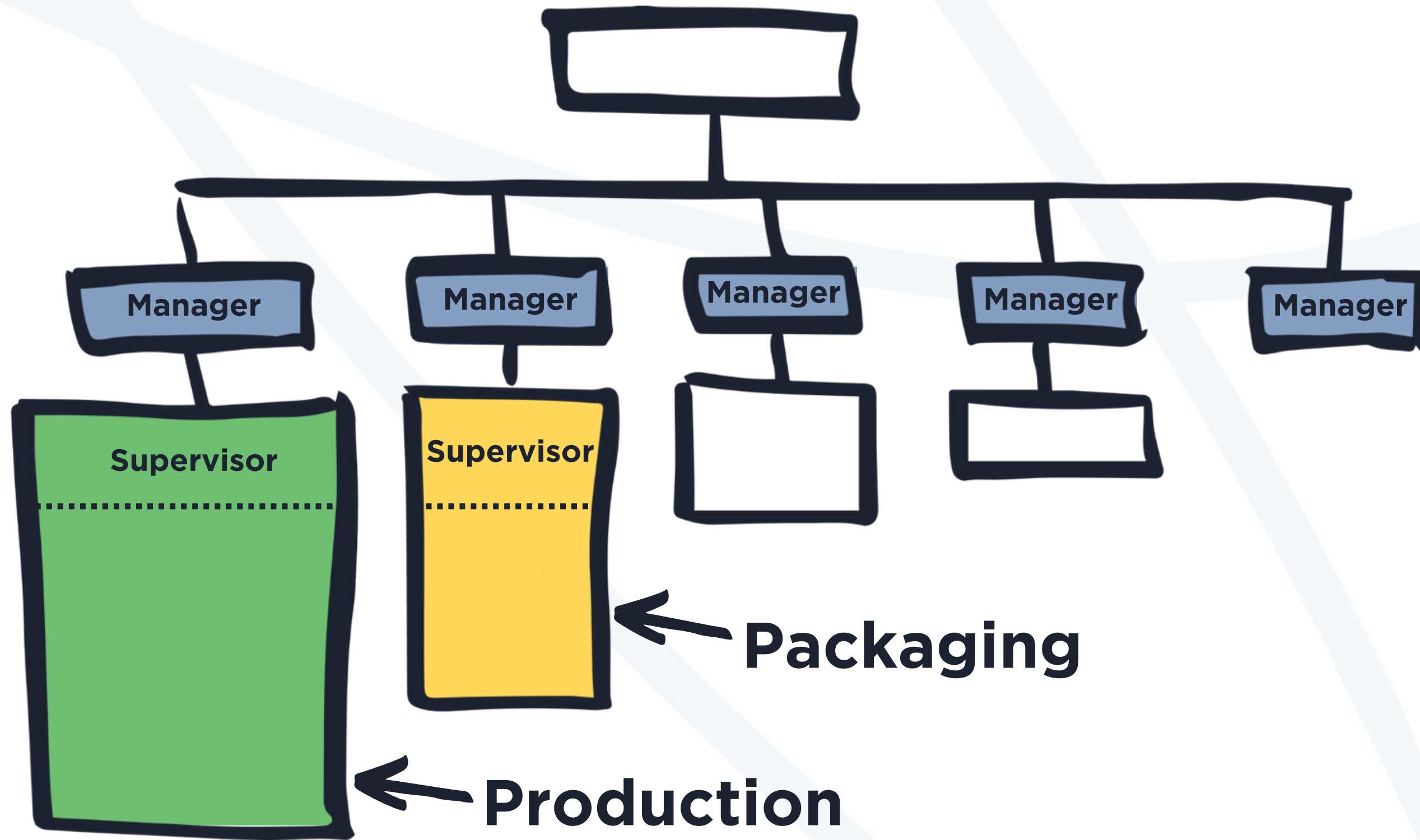
Org Chart



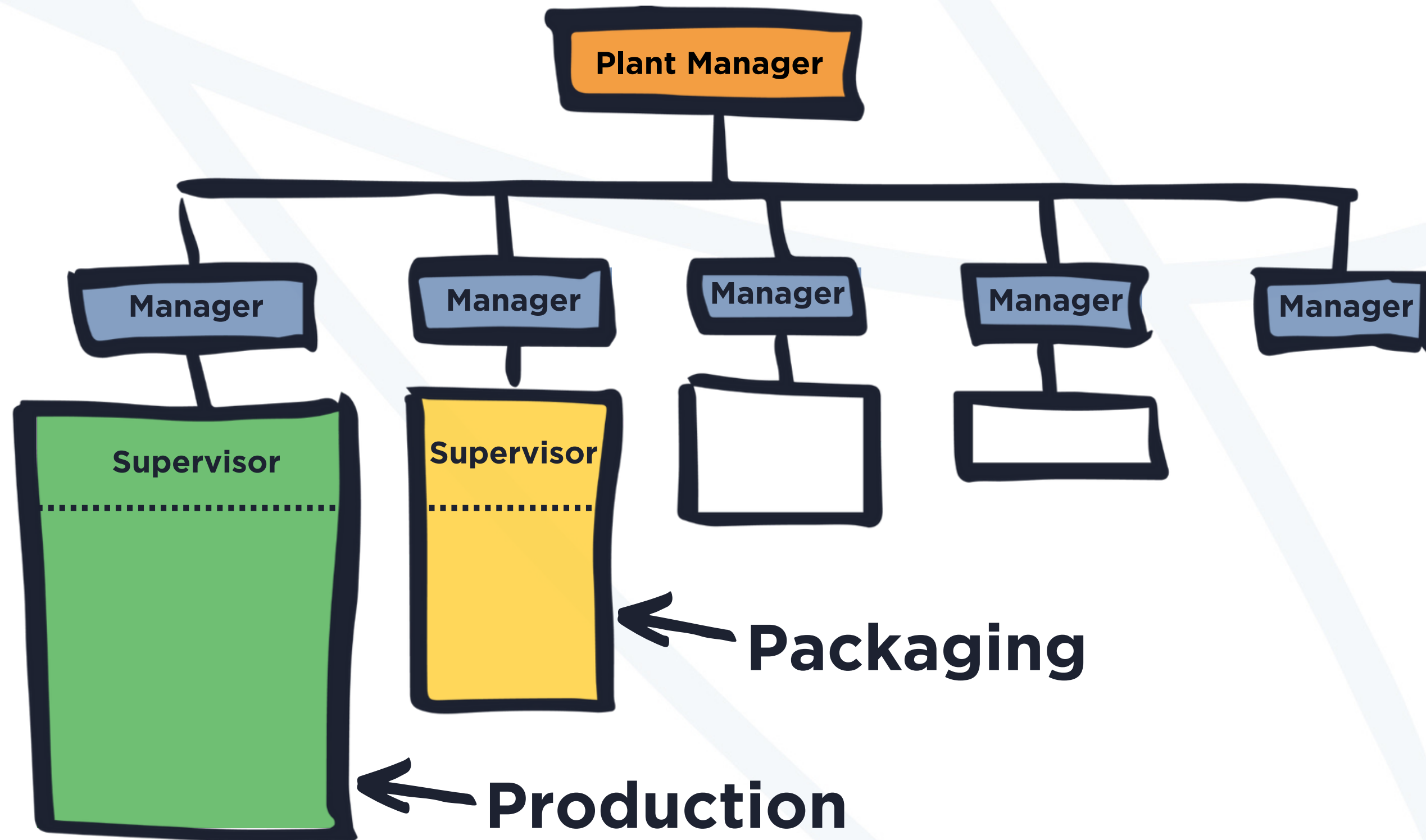
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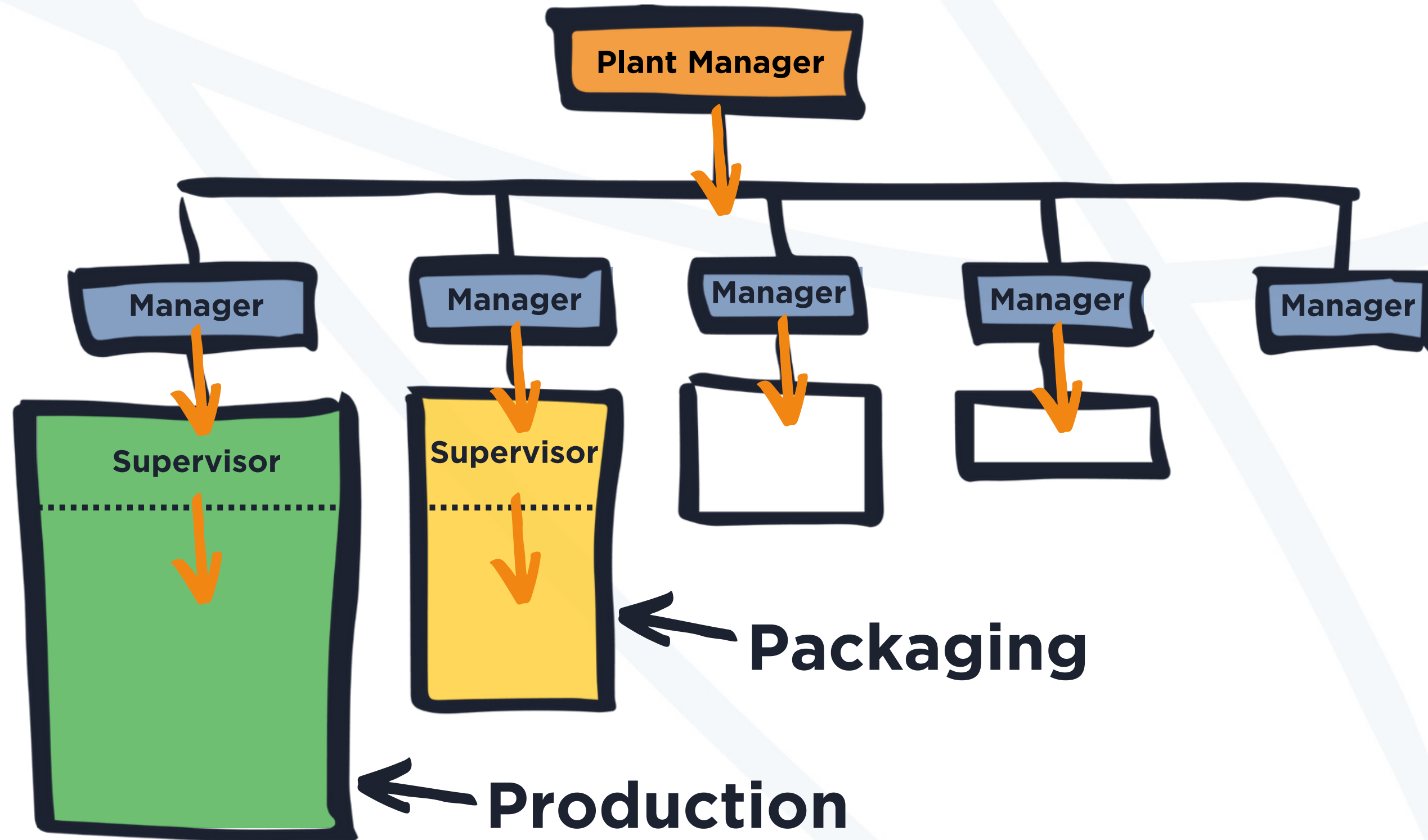
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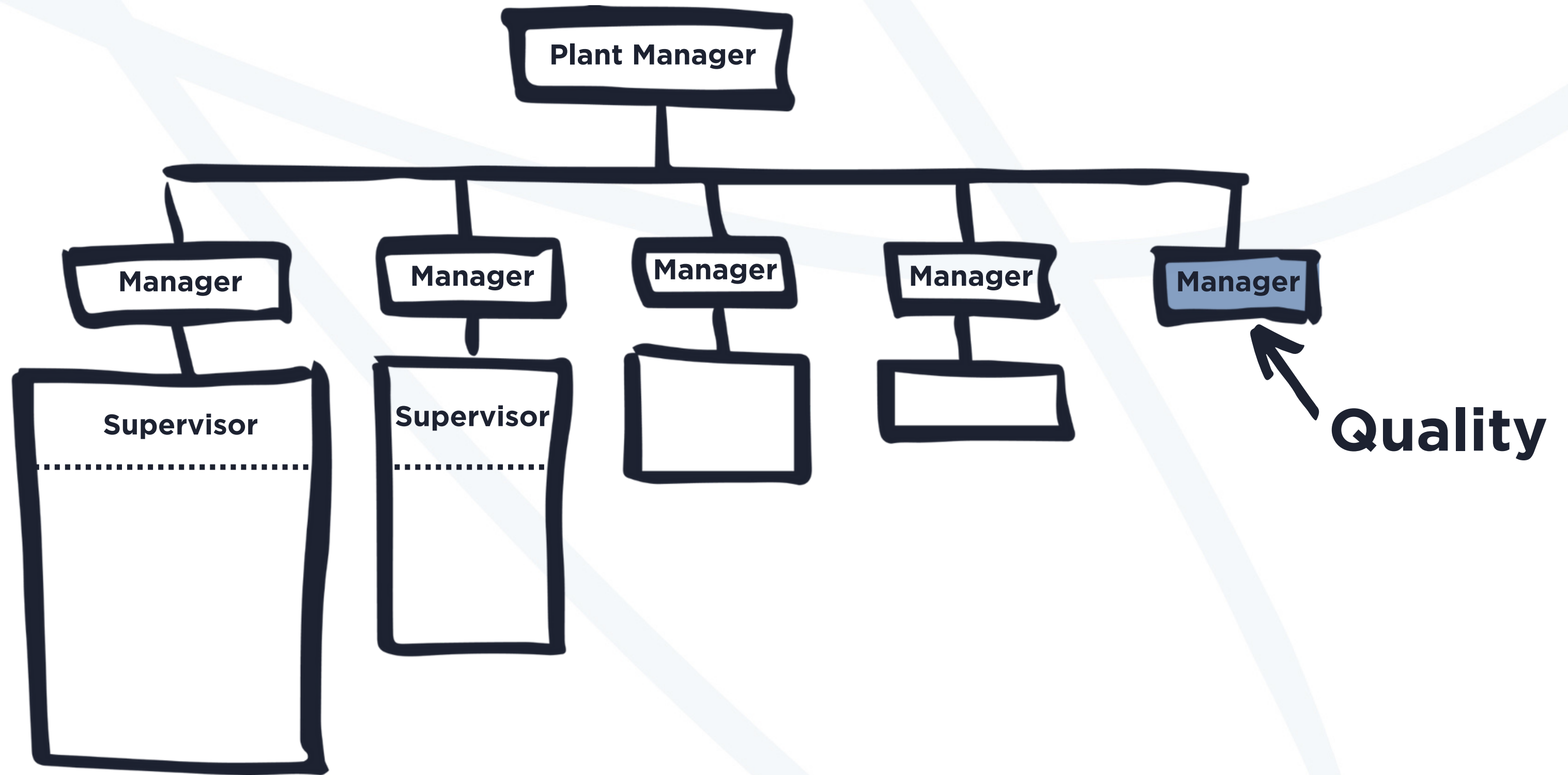
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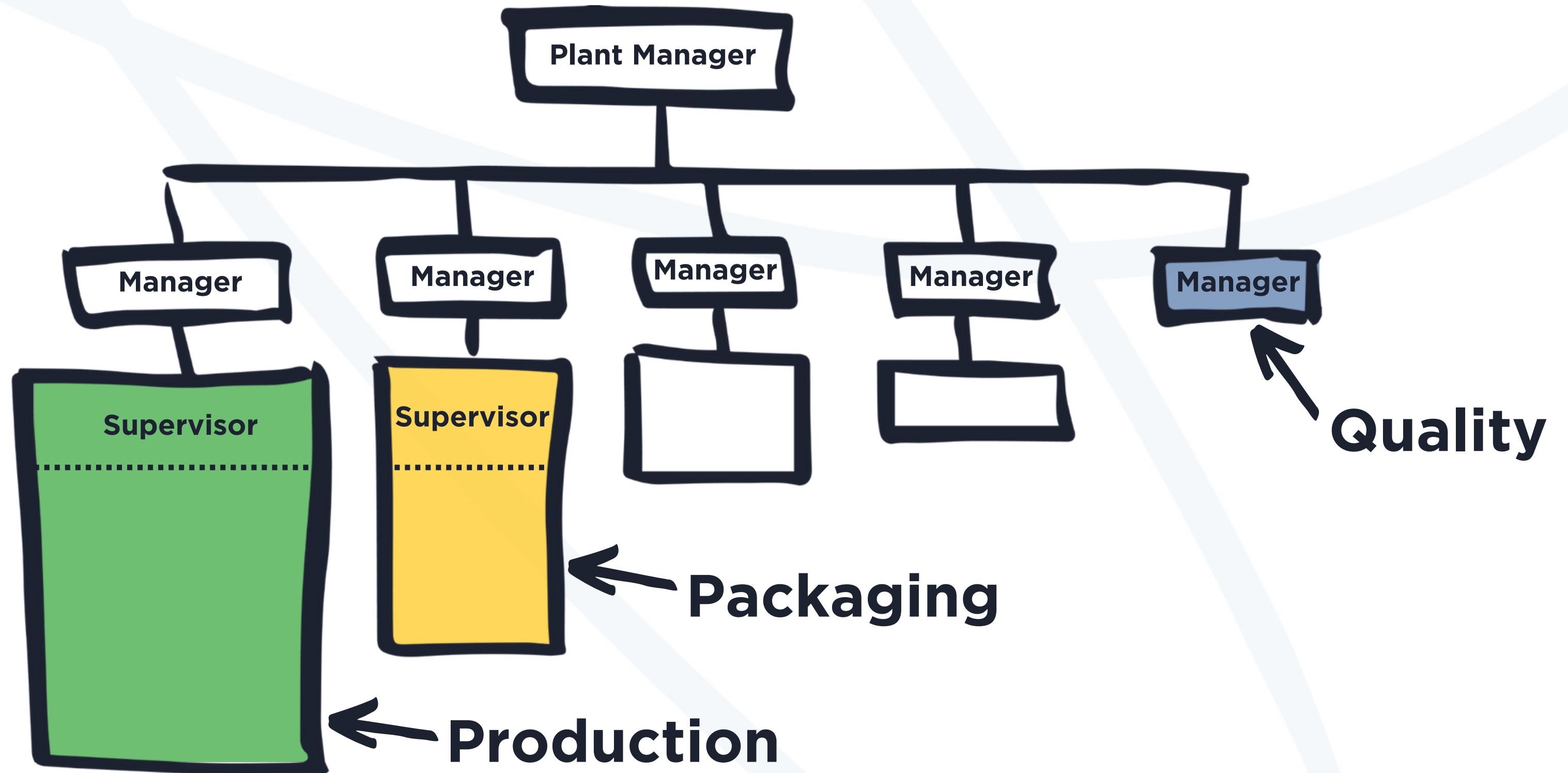
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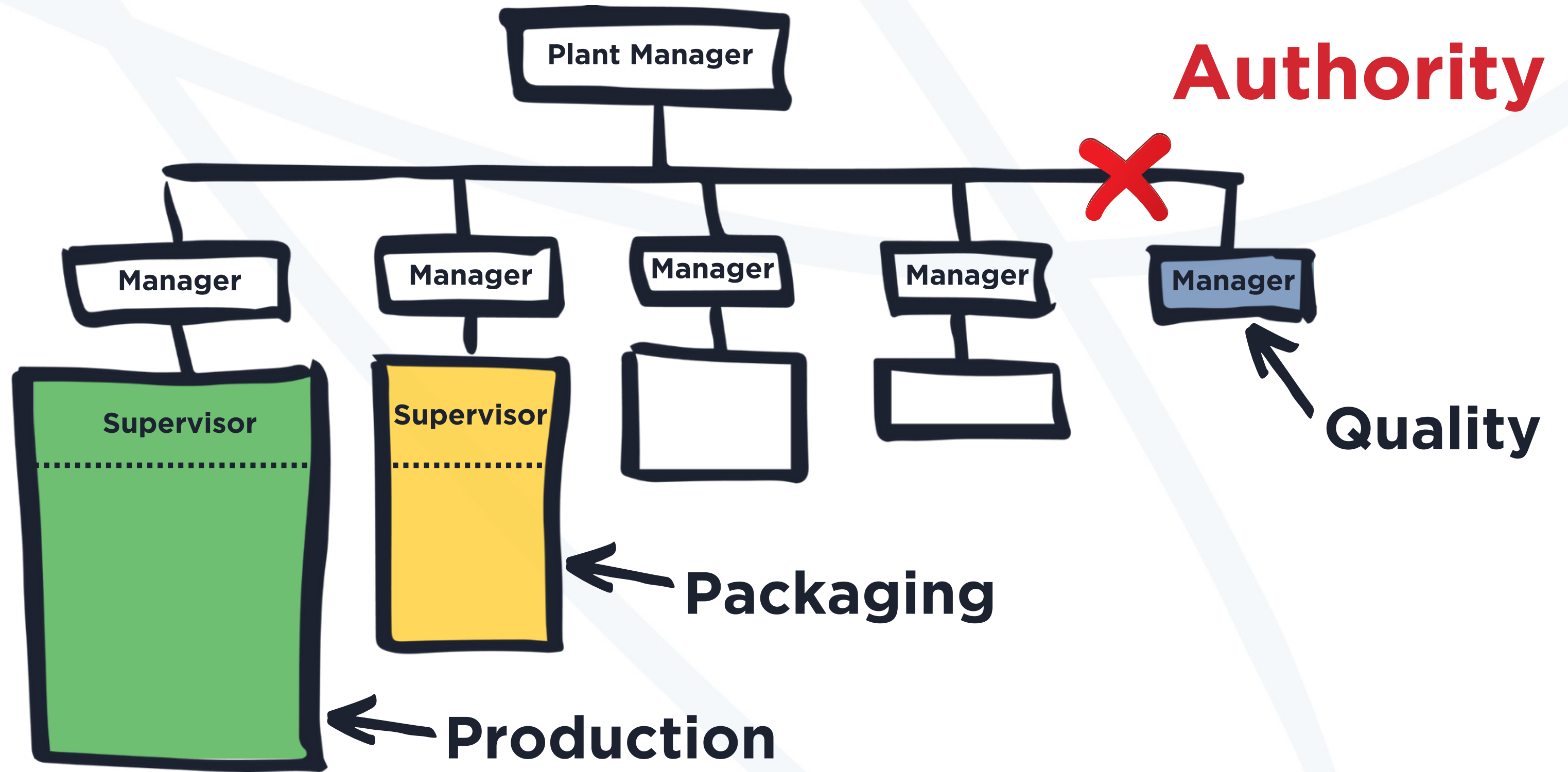
Org Chart



Org Chart



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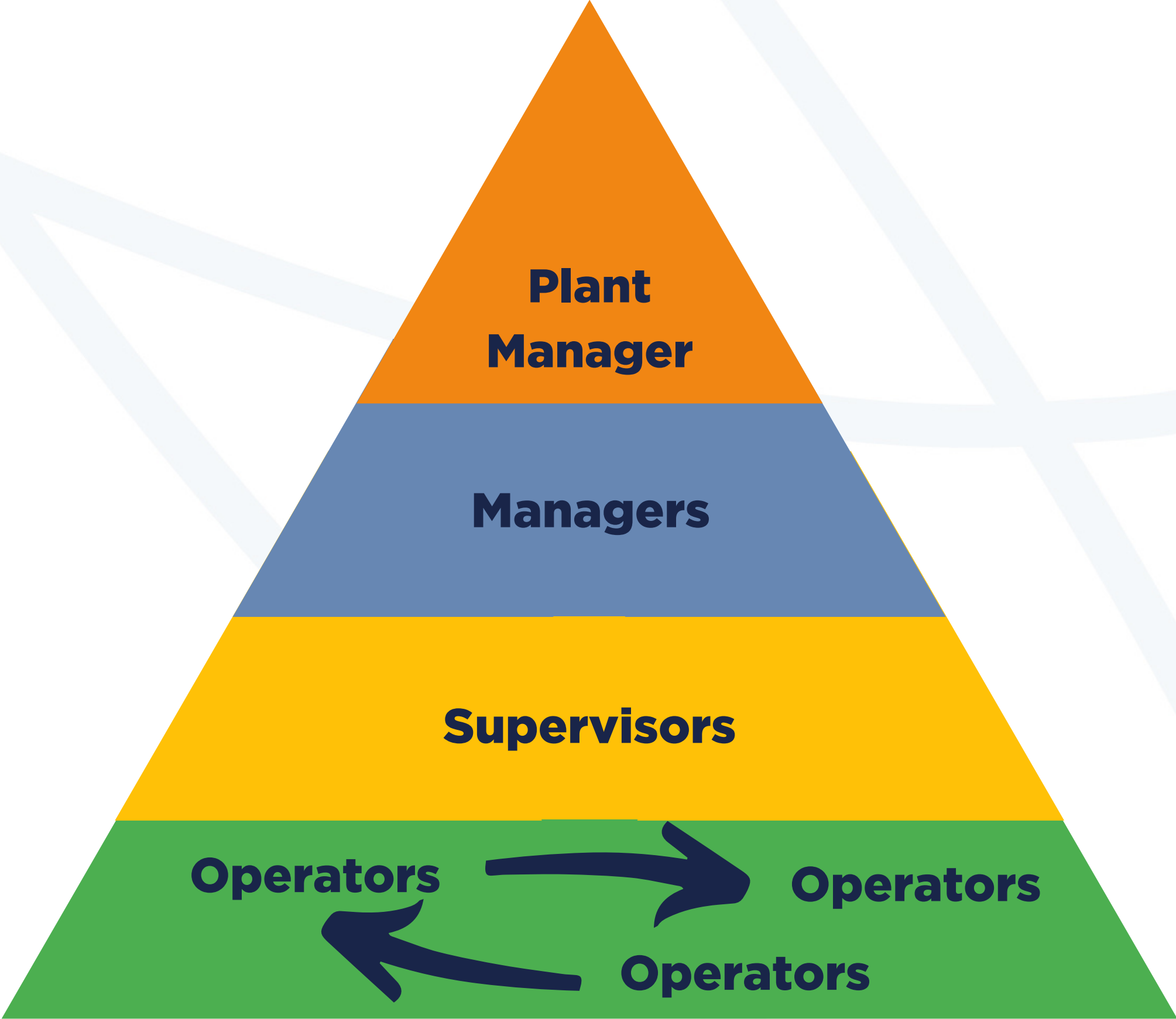


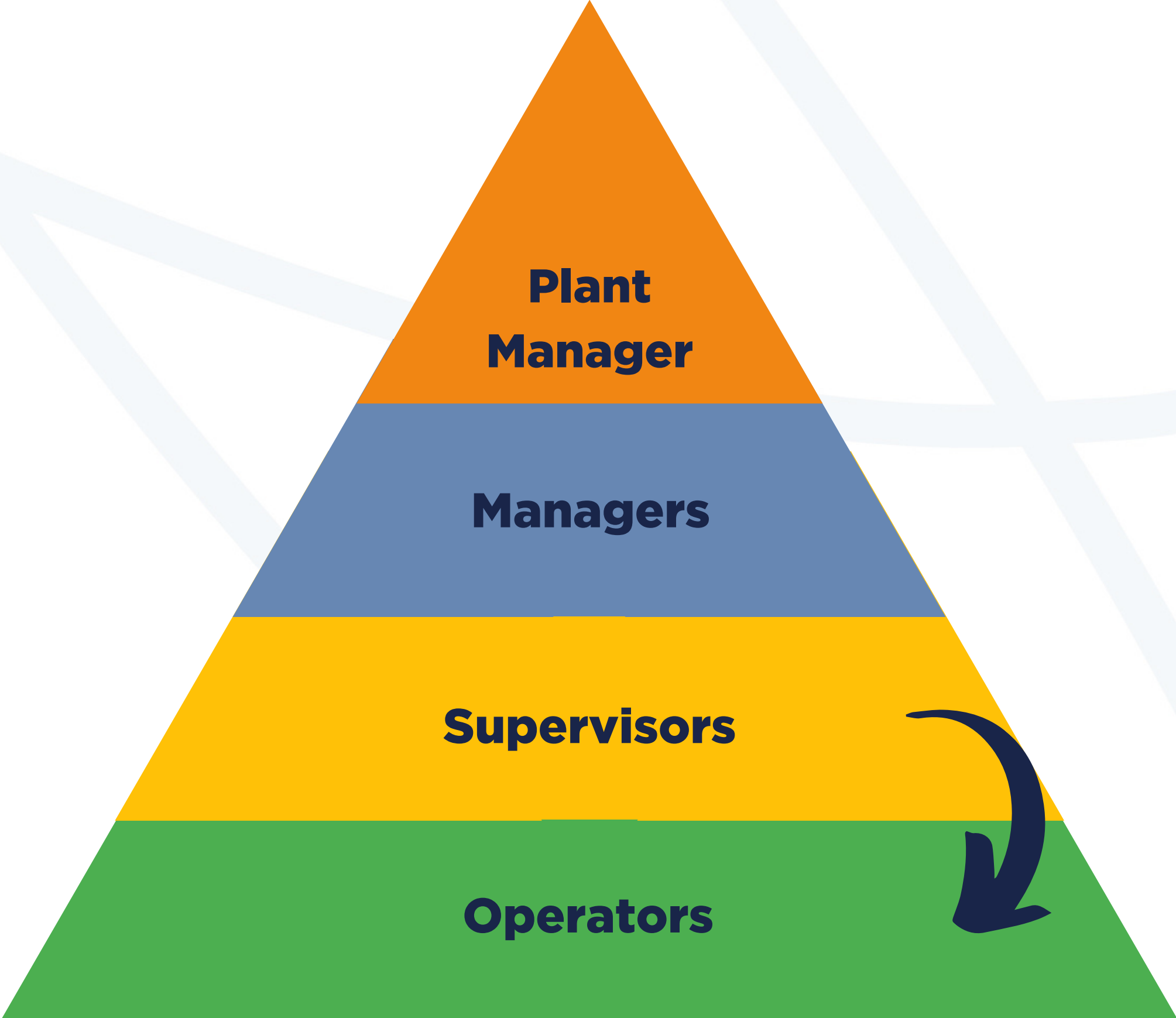
**Plant
Manager**

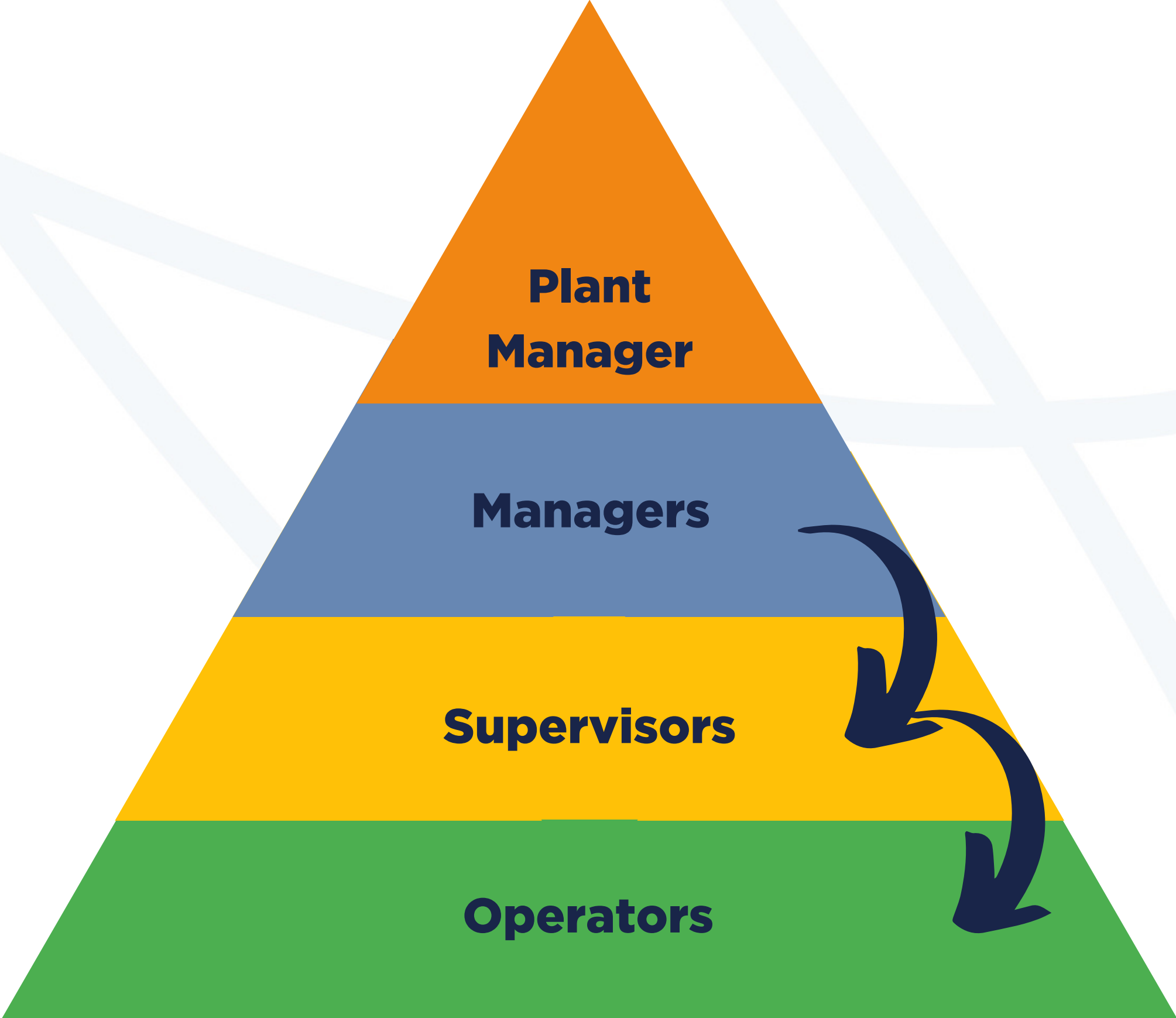
Managers

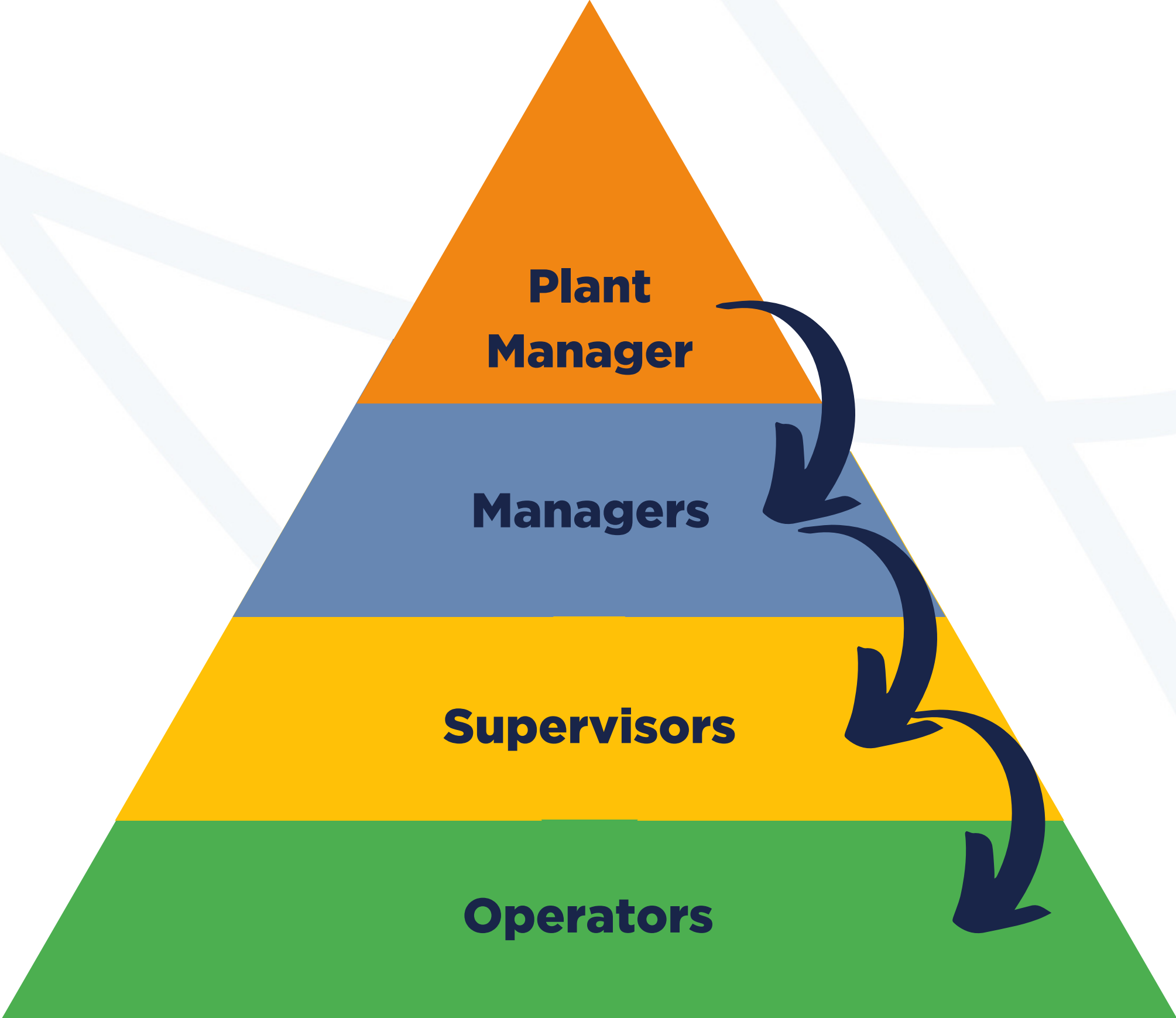
Supervisors

Operators











Four Responsibilities

1. Follow the Rules

Four Responsibilities

- 1. Follow the Rules**
- 2. Do Your Job Right**

Four Responsibilities

- 1. Follow the Rules**
- 2. Do Your Job Right**
- 3. Keep Your Eyes Wide Open**

Four Responsibilities

- 1. Follow the Rules**
- 2. Do Your Job Right**
- 3. Keep Your Eyes Wide Open**
- 4. Fix It or Report It**

NEXT ➔

DISCUSSION



**EVERYBODY
NOT
RESPONSIBLE**

**EVERYBODY
NOT
RESPONSIBLE**

Working in Silos

Lack of Clear Roles
& Responsibilities

Overemphasis
on Paperwork

Complicated
Language

**EVERYBODY
NOT
RESPONSIBLE**

Working in Silos

*Don't Know How to
Work as a Team*

Lack of Clear Roles
& Responsibilities

*Food Safety is a
Moving Target*

Overemphasis
on Paperwork

*Overemphasis on
Theoretical Problems*

Complicated
Language

*Competing
Business
Imperatives*



**EVERYBODY
NOT
RESPONSIBLE**

**EVERYBODY
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RESPONSIBLE**

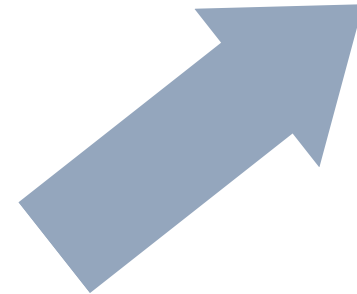
**IT'S
COMPLICATED!**

**TOO MUCH
THEORY**



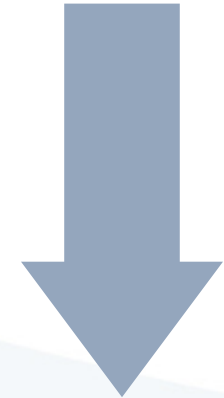
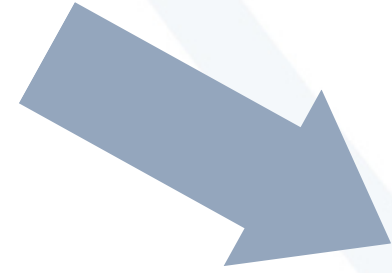
**EVERYBODY
NOT
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**IT'S
COMPLICATED!**



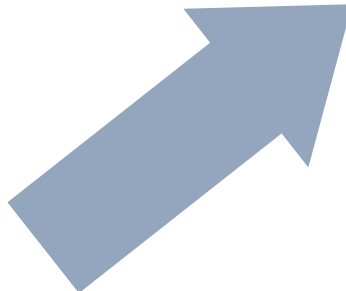
HOW DO I DO
THAT?

TOO MUCH
THEORY



EVERYBODY
NOT
RESPONSIBLE

IT'S
COMPLICATED!



HOW DO I DO THAT?



TOO MUCH THEORY

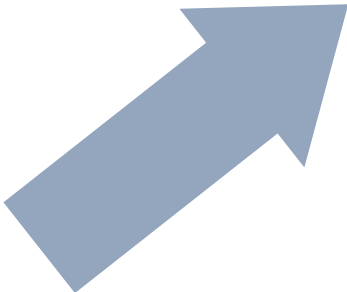


BAD HABITS



EVERYBODY
NOT
RESPONSIBLE

IT'S COMPLICATED!



HOW DO I DO THAT?



TOO MUCH THEORY

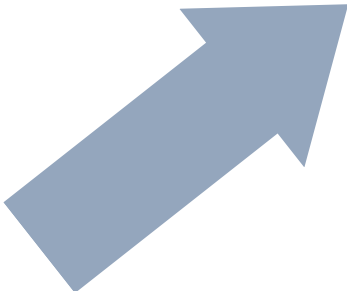


BAD HABITS

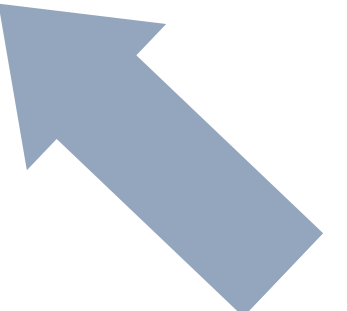


**EVERYBODY
NOT
RESPONSIBLE**

IT'S COMPLICATED!



FOCUS ON STANDARD



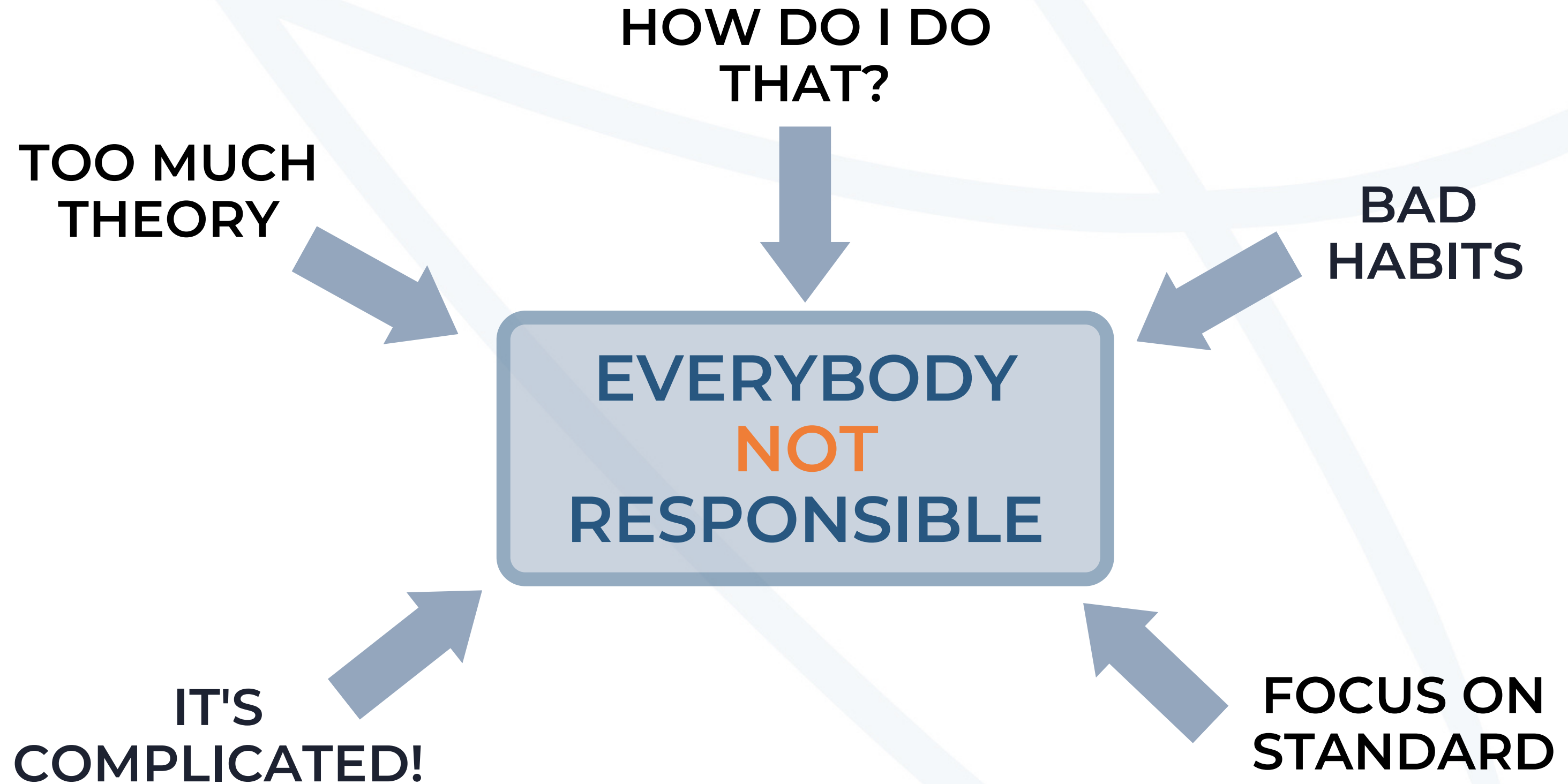
NEXT ➔

**WHAT CAN WE
DO ABOUT IT?**

Four Responsibilities

1. Follow the Rules
2. Do Your Job Right
3. Keep Your Eyes Wide Open
4. Fix It or Report It

Five Big Forces



Steps to Take

Clarify Roles & Responsibilities



Steps to Take

Clarify Roles & Responsibilities



Hold People Accountable

Steps to Take

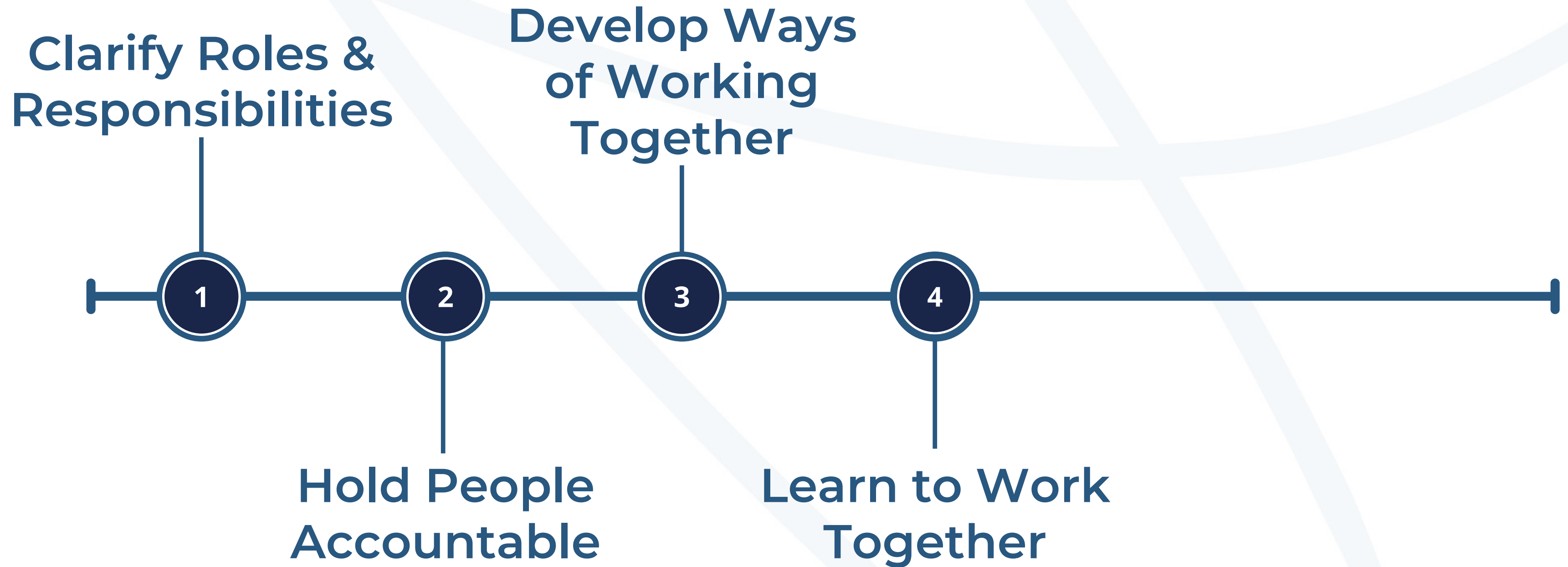
Clarify Roles & Responsibilities

Develop Ways of Working Together

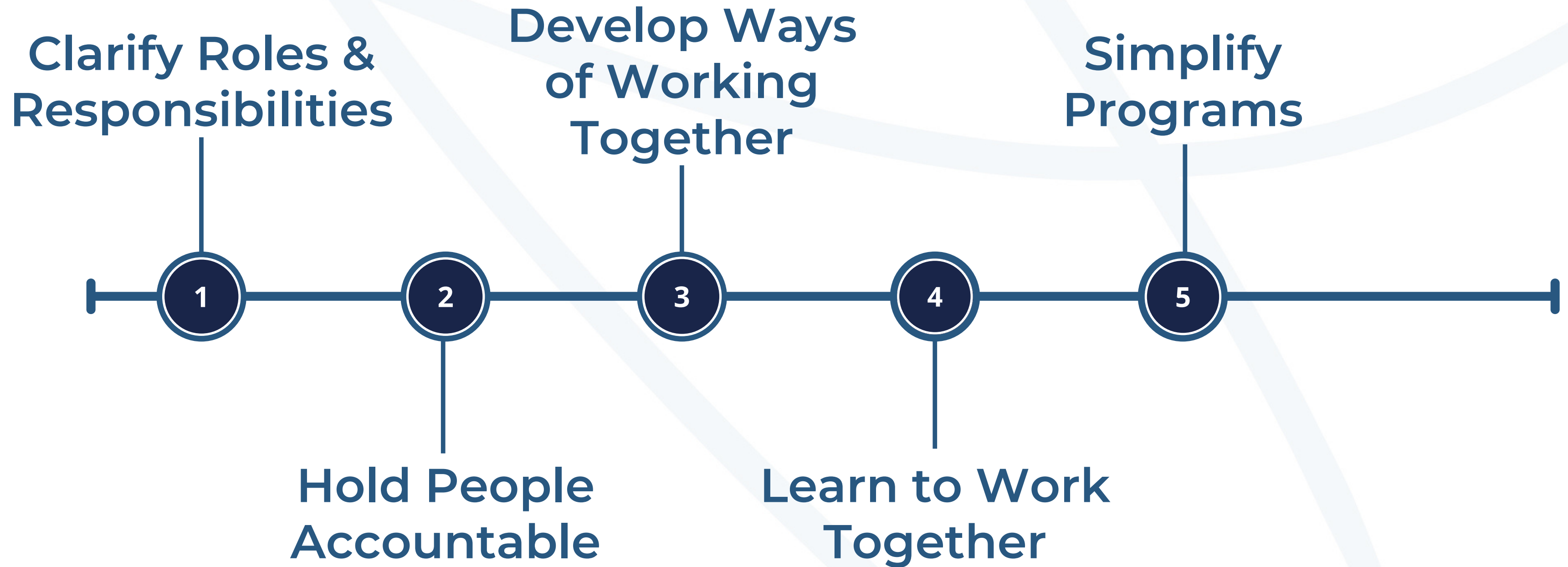


Hold People Accountable

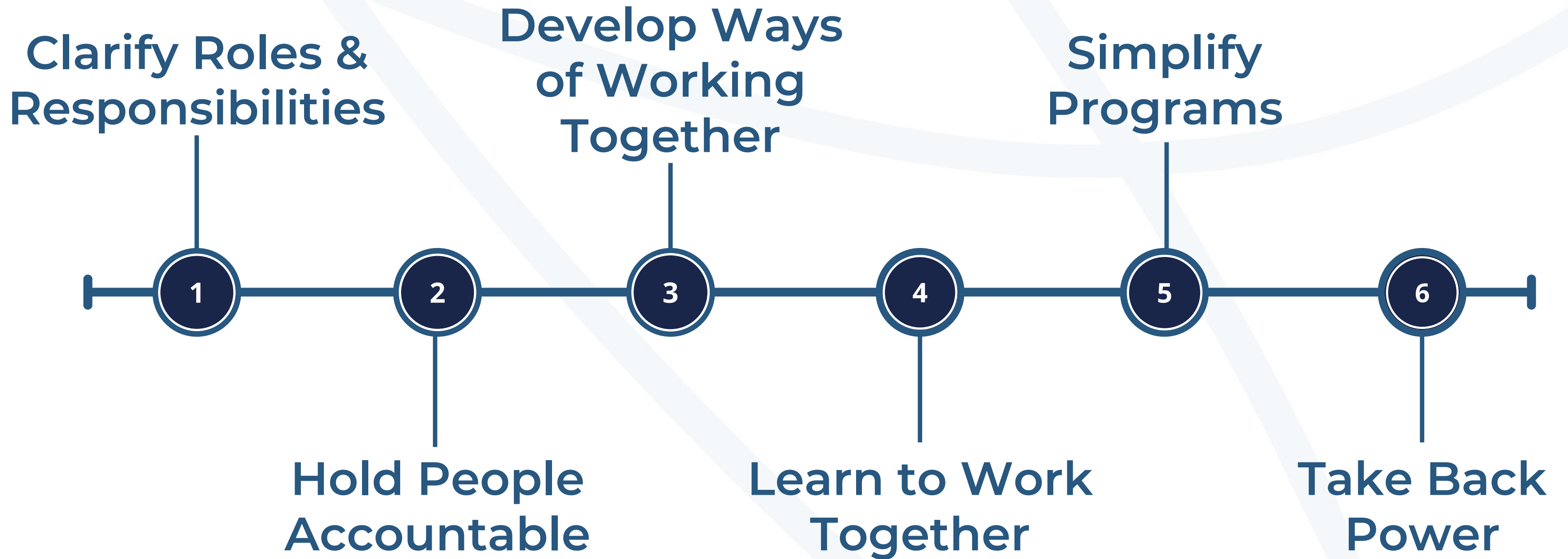
Steps to Take



Steps to Take



Steps to Take



Dividing the Team



Everybody



- Follow the rules
- Do the job right
- Keep eyes wide open
- Fix it or report it

Supervisors



- Hold operators accountable
- Build capacity
- Coach & support
- Ensure performance

Management Team



- Manage Food Safety as a team
- Hold their programs
- Hold their teams accountable
- Plan and coordinate all the work at the plant

Upper Management



- Set direction
- Make sure the ship stays on course
- Course correct
- Get us out of trouble

**"WE ARE ALL EQUAL . . . BUT
SOME PEOPLE ARE
MORE EQUAL!"**

- GEORGE ORWELL



**"EVERYBODY IS
RESPONSIBLE . . .**

**BUT SOME OF US ARE
MORE RESPONSIBLE!"**

Food Safety Team Leader



A magnifying glass with a black handle and a silver frame is positioned on the left side of the image. The lens of the magnifying glass is centered on the text. The background is white with several light blue diagonal lines. The text is in a bold, sans-serif font. The word 'EVERYBODY' is in orange, and the words 'IS RESPONSIBLE FOR FOOD SAFETY' are in blue.

**EVERYBODY IS
RESPONSIBLE FOR
FOOD SAFETY**

Food Safety Team Leader



- Monitor & report

Food Safety Team Leader



- Monitor & report
- Coordinate

Food Safety Team Leader



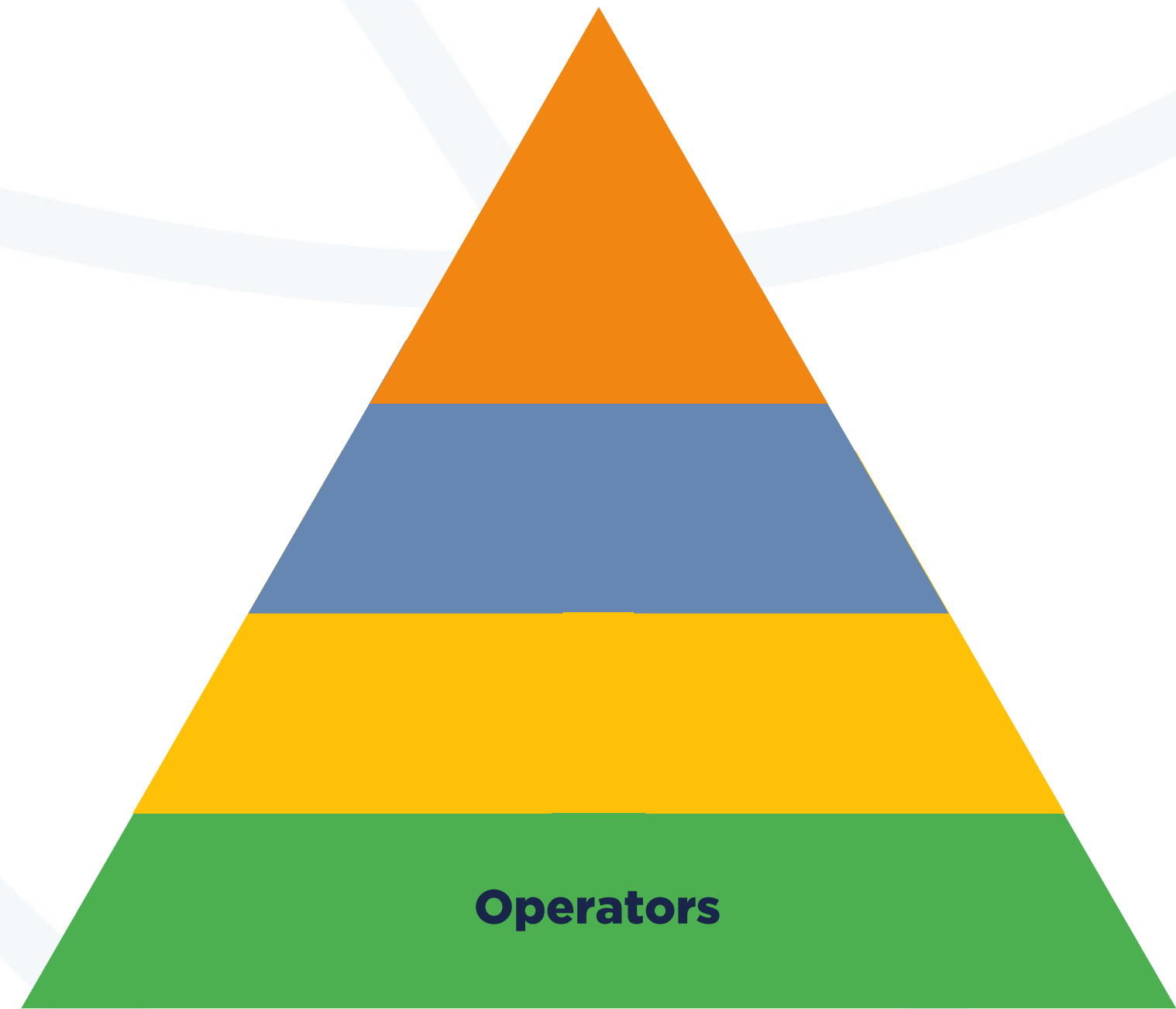
- Monitor & report
- Coordinate
- Hold some programs

Food Safety Team Leader

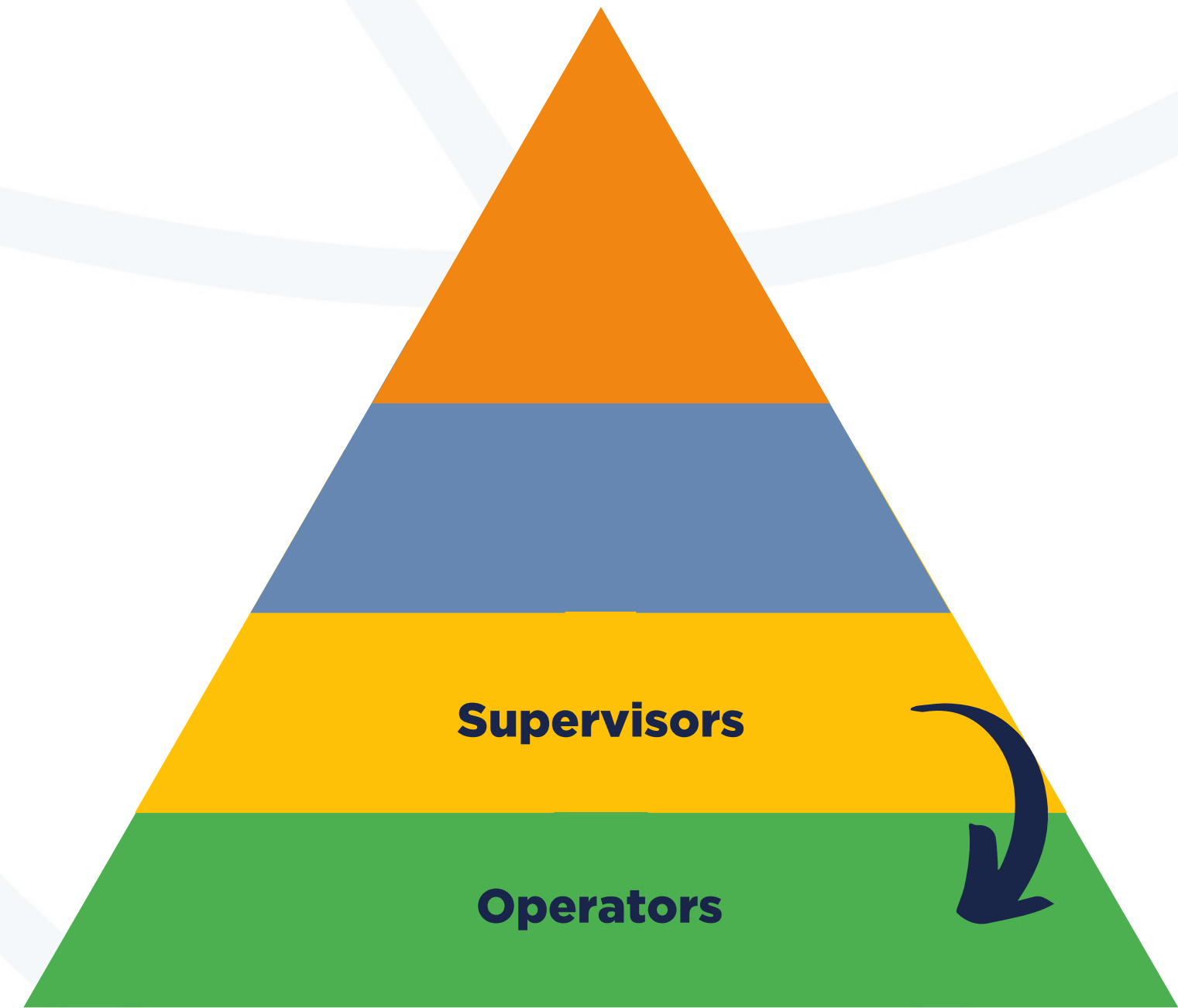


- Monitor & report
- Coordinate
- Hold some programs
- Find answers

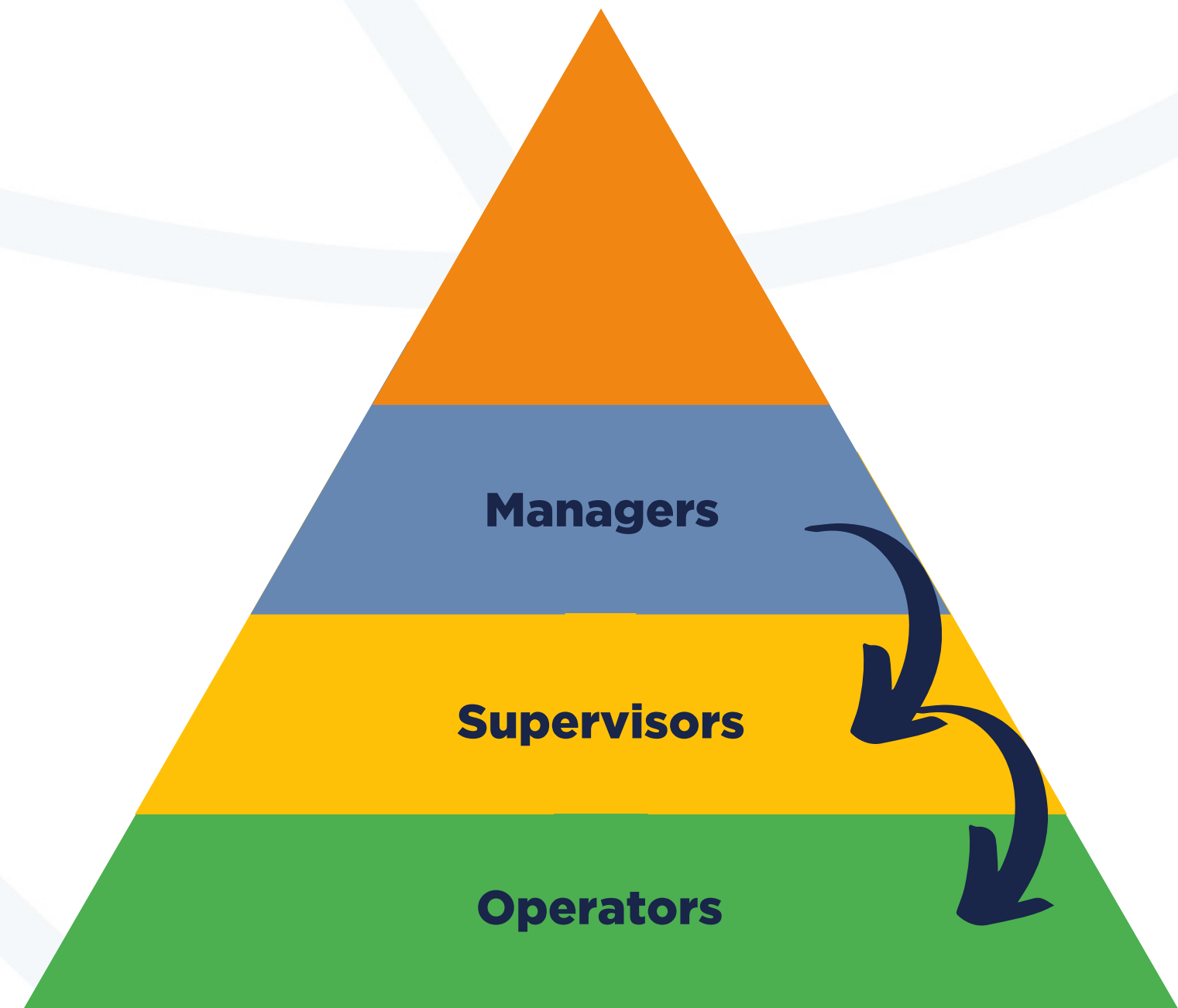
Food Safety Team Leader



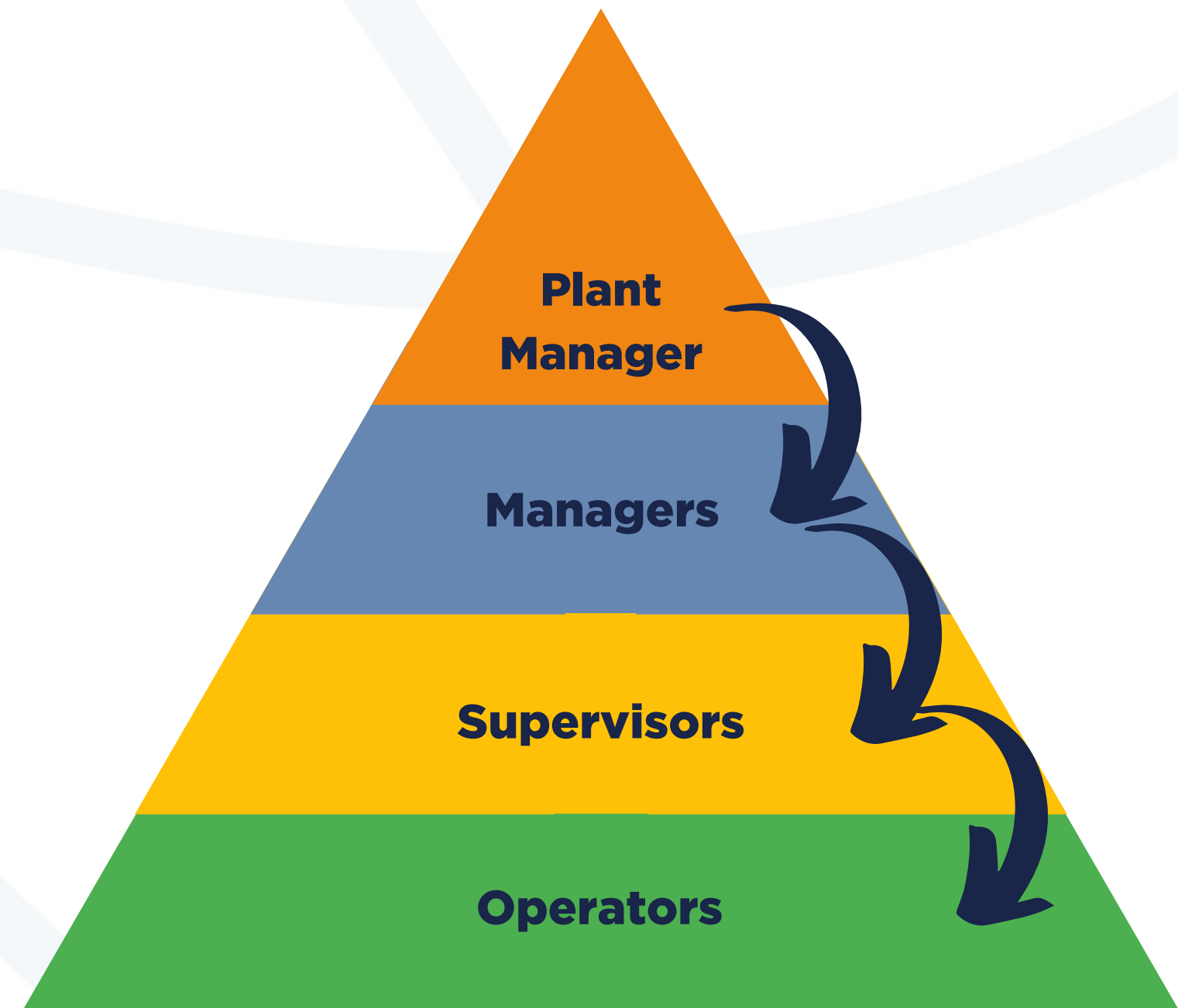
Food Safety Team Leader



Food Safety Team Leader



Food Safety Team Leader



NEXT ➔

CONVERSATION!



IMPRESSIONS?

COMMENTS?

QUESTIONS?

- **Where we play with customers**
 - Coaching, Online Training, High Level Solutions
- **Next webinar on Wednesday, May 4th**
 - What does it really mean to be committed to Food Safety?
- **Actively working on change**
 - Refresher Training for Lead Auditors

Available Courses

NAVIGATE
FOOD SAFETY SOLUTIONS



TEAMWORK



**INTERNAL
AUDITOR**



**EVERYDAY
FOOD SAFETY**



**FOUNDATIONS
IN FOOD SAFETY**

MASTERCLASS

What you see as a challenge, we see as an opportunity to bring a solution to make things better.

Where to Find Us:



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