



Client: **Manson Construction Co.**  
 Industry: **Maritime**  
 JMJ Service: **Safety: *Delivering Incident and Injury-Free® (IIF®) Results™***



JMJ has caused a complete paradigm shift in Manson's thinking about safety and leadership's relationships with its employees. This has been dramatic – we have had several safety programs over the years, but this has had the most significant impact.



Marc Stearns  
 Executive Vice President  
 Manson Construction Co.

## Manson Construction Realizes a Paradigm Shift Around Safety

### Business Challenges:

Manson Construction Co. (Manson) faced issues around developing and implementing safety procedures in the workplace. Over the years, the company had engaged outside safety consultants; however, the efforts did not result in lasting transformation. Manson recognized it needed a values-based approach to safety, which JMJ offered.

### Client Goals:

- Improve safety procedures and processes in the workplace
- Transform the company's culture and attitude around safety

### How JMJ Helped:

JMJ helped Manson realize a significant cultural shift in the way people approach their work. Manson recognized that JMJ's approach was completely different from outside safety consultants it had utilized in the past. JMJ focused on creating sustainable individual, cultural and organizational changes.

### Results:

- Changed the attitude toward safety manuals and training from necessary evils to valuable tools
- Affected lasting change in the employees; safety practices are now a natural part of their lives
- Improved the company's culture and view about safety

Manson has experienced a major cultural shift, in both the way safety is viewed as a priority and how people treat each other with genuine care and concern. A significant emphasis is now placed on planning work in advance and identifying potential safety hazards rather than simply dealing with safety issues as they arise, which was the way of the past. Along those lines, workers now stop operations to correct a safety or planning problem. The consensus at Manson is that JMJ's service has permanently and positively changed their lives.

