

# Mike Hourigan

Author, Safety Presenter and Executive Coach



Mike Hourigan is a refreshingly unique safety speaker, change management expert and author who empowers the country's top companies to navigate constant change and risk management with real-world wisdom. A veteran leadership consultant and productivity expert, Mike is consistently sought after and hired by the top associations, companies and government clients, including General Electric, the U.S. Army, ExxonMobil, Harley-Davidson, the U.S. Air Force, Chevron, Duro-Last, General Mills, Aetna, Kaiser Permanente, the National Electric Rural Cooperative and the Risk and Insurance Management Society (RIMS).

Decades of corporate and manufacturing experience have allowed Mike to develop a completely fresh approach to safety, team building, site management, and hiring. With a style that engages listeners in a way that's meaningful to them and their company culture, Mike rarely gives his audiences a moment between laughs.

A former member of the management teams of Cargill Inc. and Olympus Corporation, Mike has offered over 1,200 audiences-and-counting the benefit of his real-world corporate experience. A seasoned author, his books include *"Riding the Waves without Getting Wet: A Journey to Leadership,"* and *"Motivational Selling."*

As one of the top keynote speakers in the United States, Mike has developed a comprehensive roster of speeches that address the key issues that affect companies most. From the growing need for stress reduction, hiring, change management and interpersonal communications, to the subtle nuances of conducting business in a global economy, Mike Hourigan continues to lead the industry in dynamic presentations that direct executives and entire companies toward real, lasting change.

Audiences say his honest humor and exuberance for life find a way of impacting everyone and leaving them with a willingness to confront the important issues and laugh at the less important ones. Meeting planners agree you will appreciate Mike Hourigan's passionate perspective, energetic eloquence, customized content and genuine concern for his audience members.

Each company is different and at a different level of proficiency. That is why all of Mike Hourigan's programs include YOUR products and address the issues in YOUR marketplace and the skill of YOUR team.

Here are some examples of how sales management programs were customized for clients:

- A uniquely customized version of the "Hiring Sales People" program is used by Harley-Davidson dealerships across the USA & Canada
- Hurst Jaws of Life completed a program on How to Manage a Manufacturers Rep Network
- GMAC attended a program on Leading Change through a Sales Organization

# Safety Programs

- Hiring for Safety
- Are You Communicating Safely?
- Hard Hats, Safety Glasses and Respirators Can't Protect Workers From Stress: How to Make Your Workplace Safer By Reducing It
- Successful Teamwork In Today's Diverse Workplace: How to Manage a Multi-Generational Workforce

*"In the 8-years I have been involved in arranging seminar speakers for members of the Associated General Contractors of Illinois, your presentations on dealing with difficult people and stress were the best! You gave us exactly what we were looking for - a compact and entertaining program, providing key pointers and memorable illustrations everyone could relate to and put into practice immediately, at home and at work." - Associated General Contractors of Illinois*

*"Mike is one of the top in his industry. His combination of superior business knowledge and professional delivery style has always "dazzled" our Harley-Davidson students." - Harley-Davidson*

*"Your session was a complete home-run for my evaluation. It was not only entertaining, but informative and concretely useful to the attendees." - National Rural Electric Coop Association*

*"Mr. Hourigan provided a key note speech and teamwork session for approximately twenty-five (25) of Continental's senior leadership team. The goal of the weekend was to bring these leaders together to build camaraderie and a common Continental vision as the company is undergoing growth and change. Mr. Hourigan's session was definitely the highlight of the weekend. He was very engaging, personable, and provided an interactive session that allowed us to leave the weekend and take back real-life concepts for implementation in our respective departments. Moreover, he was able to relate his session specifically to our company and the challenges we face in our industry every day. He clearly researched Continental Express and the transportation industry prior to joining us, and lead the session armed with practical knowledge and a good sense of humor." – In-House Counsel, Continental Express, Inc.*

*"Thank you for the fantastic keynote presentation! Our team thoroughly enjoyed your training and appreciated your humorous, energetic and practical presentations. Even some of our more seasoned professionals found great value in attending our event, with the takeaways of your inspiring, valuable tips. Our company will earn more money as a result of the time you spent with us! Thanks again for the wonderful job you did at our conference, and we hope you have a terrific 2015!" – Industrial Finishes & Systems*

*"Mike did a wonderful job at the event and a great job before the event. He mingled and talked with our people and really integrated himself with our group. His presentation used information our National Sales Manager had given him before and information Mike heard earlier in the meeting. His customization made it feel like this presentation was just for this group and it was specific to them. Additionally, he did a masterful job of weaving our products and theme 'Cracking the Code' into the program. It was nice that someone who is funny, lively and interesting can also be informative and give good, useful information. Mike got nothing but compliments from the group." - Director, Marketing & Sales Development - PACTIV*

# Hiring for Safety

You may never know all of the accidents you prevent, but you will always remember all of your safety hiring mistakes. In this illuminating keynote, Mike Hourigan cautions safety managers on what to look for in potential candidates to avoid hiring an on-the-job hazard.

## Introduction

- Hiring safe employees is a process
- Five steps to hiring responsible employees
- Bad attitude = bad hire = bad risk

## Safety and the Law

- These laws are a part of your safety hiring process
- Hiring safe-minded employees, the basics
- Defining the job and safety expectations

## Hiring low-risk employees starts with an targeted job description

- A job description that delivers safer results
- More information requested will help in hiring a safer worker
- Determining if a candidate has a bad attitude

## Screen Applicants for a Safety Attitude

- Know what to screen for and how to do it
- Telephone screening
- Skype screening
- Social Media screening
- Four areas to focus on when screening candidates

## Interview Candidates

- Three purposes of the hiring interview
- Interviewing techniques to guarantee successful results
- Questions for an interview
- This question will let you know exactly what they think about safety
- Safety and first impressions
- Guiding the interview to determine suitability without dominating
- What to expect

## Safely Using Pre-Employment Assessments

- What some hiring profiles can really tell you about a candidates
- What you need to know about properly reading assessments

## Check References

- Superior maneuvers to thoroughly check references

## Keeping your Best and Safest Employees Around

- Proven steps for getting the new hire up to speed fast and safely
- What motivates people beyond money
- Insider tips on handling the truly great workers

## Are You Communicating Safely?

How often have you said: “That employee would not have gotten hurt if they followed the procedure.” or “We have safety posters everywhere, why don’t they read them?!” As safe as organizations want and try to be, accidents still happen. Most safety audits reveal communication issues were to blame and more often than not, good intentions were the culprit. Communicating a culture of safety can be difficult when demands on time and people increase, but it can be done if you are communicating safely.

Mike Hourigan has worked in many dangerous environments including: a steel mill, a leather tannery, a shoe factory, a wire factory, and a recreational vehicle plant. He saw how shortcuts and “work-a rounds” injured people. He also saw how management’s safety philosophy, or lack of it, contributed to unsafe situations.

This high-energy, fast paced, session brings understanding to some of the most difficult communication problems affecting safety. Mike’s satirical and real world look at organizational communication and safety weaves you through the workplace minefield and provides easy-to- use solutions.

Mike’s keynote covers:

- Creating a culture of safety by giving people permission to think
- How to truly reward safe behavior
- It’s not about the regulations it’s about the explanations
- Lock in / Lock out logic
- How to ask, “why did you do that,” without sending employees into defense mode
- Selling the safety sizzle to unmotivated employees
- Mutual trust and teambuilding
- The dilemma of a good safety record
- How to use your company’s marketing messages to promote safety
- Helping employees slow down when in a hurry

*“Congratulations and thank you for your outstanding support by presenting your seminars to my staff. Each has been superb and highly effective...To date, you have trained 1,522 Womack employees--military, civilian, and contractor alike... We have received rave reviews from our staff regarding your presentation style and more importantly, your content. Your style of combining your personal experiences and your experiences with us have allowed your audience to be in touch with the subject matter. You continually provided real world situations with positive solutions for each individual to take back with them to the job site.*

*Not only do we at Womack feel that the seminars have been a complete success, but they also have helped to boost the morale of our staff as well. Thank you again for making these seminars so very successful.”– Ft. Bragg, Colonel, U.S. Army*

# **Hard Hats, Safety Glasses and Respirators Can't Protect Workers From Stress: How to Make Your Workplace Safer By Reducing It!**

It's a well-known fact, people are safer on the job than they are at home. This is true for everything except stress and the dangerous consequences it causes to people, property and productivity. This program shows how to create a safer workplace by helping employees become more productive and stress-resistant.

## **How Does Stress Affect Safety In Your Organization?**

- What stress is and what it is doing to your company
- Here is what the statistics say about stress in organizations
- The primary reason stress is causing you so many problems
- Why stress overload is so widespread in today's workplace
- Three reasons people are burning out on the job

## **The High Cost Companies Pay For Not Managing Stress**

- How to create new models for managing stress and discard ineffective old habits
- The place of risk-taking in stress management and the benefits of becoming an intelligent risk-taker

## **Safely Managing Stress For Peak Performance**

- Too little stress and too much stress are both problems - finding the optimal level
- The warning signs of stress overload - what to do and what not to do about them
- Your worst enemy in the war on stress: denial - how to combat it
- The stages on the road to worker burnout
- The five stages of employee stress

## **Reducing Stress When Levels Become Too High And Unsafe**

- A three-level model for stress intervention and management
- The power of a 'take charge' attitude - what it can do and how to develop it
- Three choices workers always have when combating stress

## **Teaching Associates How To Manage Stressors**

- How to communicate your needs, state your limits, and say "NO"
- Essential principals of managing your conflicts successfully
- How to respond to criticism in ways that keep your stress at a minimum

## **How To Become Stress-Resistant, Safely**

- Three characteristics of people who survive stressful times and how to adopt them
- Rational thinking - what it is and how you can use it to manage your stress
- Four key strategies to help you change what you think about your stressors

## **Helping Workers Counteract The Destructive Effects Of Organizational Stress**

- The relaxation response - how to use it to reduce stress and improve health
- How to use exercise to help you survive stress and perform at your peak
- The value of developing a sense of humor and putting plenty of play and laughter into your schedule
- A holistic approach to managing stress for a greater quality of life

# Successful Teamwork In Today's Diverse Workplace: How to Manage a Multi-Generational Workforce

## How Multi-Generational Teams are Supposed to Work

- The two key things every winning team has going for it, regardless of age differences
- Eight qualities that set championship teams apart from others
- What implementing the best ideas from each generation can do for your organization
- What types of generational language will work best with your staff

## How Does Your Team Stack Up?

- An invaluable aid to chart your team's effectiveness
- How to discover hidden generational language barriers that are inhibiting team success

## How To Turn a Multi-Generational Group Into A Champion Team

- How to get the millennials to support company protocols
- Understanding the different needs of each generation
- Bridging the gap with generations to maximize team buy-in
- A blueprint for creating a diverse 'model' team
- Understanding the stages of successful team blending
- Five-steps to higher productivity with all four generations

## How To Push Performance Right Off The Charts

- Setting goals that all generations in your team can commit to
- How to make sure each age group knows what's expected of them
- How to set goals and deadlines for each generation in ways that are effective

## How To Maintain Control

- Design a control system for keeping communication healthy in the workplace
- The eight roles crucial to a multi-generational team's success
- How to promote harmony among age groups and eliminate feuds
- How to solidify your position as a team leader with all four generations
- Rules any team can live by

## How To Get Generations To Work Together

- How to decide which generation is best suited to do what
- How to match the right person to the right roles
- How to incorporate personality types into a cohesive team
- How to deal with your personal frustrations with individual personalities and generational styles
- How to teach employees to solve problems

## How To Make Sure You Are On The Right Track

- How to monitor individual and group performance
- How to keep communication channels open
- How to correct employee mistakes without harming morale
- Tips for running multi-generational meetings in less time

## How To Evaluate Individual And Team Performance

- If you can answer these questions, you'll know your diverse team is clicking
- How to incorporate all you've learned into your day-to-day routine