#### **Daily Toolbox Talk: Engage and Empower Team Members**

#### **Thursday, May 8, 2025**

Engaging and empowering a team is not just about improving productivity; it’s about creating a culture of safety, trust, and mutual respect. When team members feel valued and empowered, they are more likely to take ownership of their tasks, communicate openly, and contribute to a safer and more efficient workplace.

**Why Engagement and Empowerment Matter**

Engagement and empowerment are key drivers of a successful and safe work environment. Engaged employees are more committed to excellence and are more likely to ensure safety and quality. Empowered employees feel confident in their abilities and are more likely to take initiative, identify potential hazards, communicate concerns, and suggest improvements.

**How to Engage and Empower your Team:**

1. **Open Communication**: Encourage open communication at all regular team meetings. Ensure everyone can voice their opinions and concerns. For example, during daily toolbox talks, ask team members to share any safety concerns they have noticed on the job site. This not only helps in identifying potential hazards but also makes team members feel heard and valued.
2. **Recognition and Appreciation**: Recognize and appreciate the efforts of team members. A simple thank you or a shout-out during a meeting can go a long way. For instance, if a team member identifies a potential safety hazard and takes steps to mitigate it, acknowledge their proactive approach in front of the team. This not only boosts their morale but also encourages others to follow suit.
3. **Involvement in Decision Making**: Involve team members in decision-making processes, especially those that affect their work. For example, when planning a new task, seek input from the team members performing the work. When team members are involved in the decision-making process, they are more likely to take ownership, commit to excellence, and deliver with intent.
4. **Training and Development**: Empower team members by equipping them with the skills and knowledge they need to perform their tasks safely and efficiently. For example, offer relevant training sessions on upcoming work activities. Seek out craft professionals that are knowledgeable of their trade and have them provide hazard recognition training to the crew. This not only enhances their skills but also shows that you are invested in their professional growth.
5. **Delegate Responsibilities**: Delegate responsibilities and trust team members to carry them out. For instance, assign a team member to lead a safety inspection or to be a safety champion for the team. This not only empowers them but also fosters a sense of responsibility and accountability.
6. **Stop Work Authority:** Stop work authority is an important component of empowering your craft professionals. No matter how well a task was planned, conditions can change or unexpected hazards might be discovered. Empowering team members to stop work, when necessary, further builds trust and empowers a team to perform at the highest level.

**DO NOT READ: ACTION**

***Project Recognition Opportunity:***

*Take this opportunity to recognize individuals on your project that have achieved milestones or positively contributed to the safety culture. As an example, if you have a craft-based safety committee, bring the members forward and thank them for recent accomplishments and their involvement in the program.*

**Conclusion**

The success of a project relies on the collective efforts of each team member. Engaging and empowering team members is essential for creating a safe and productive work environment. By fostering open communication, recognizing and appreciating efforts, involving team members in decision-making, providing training and development opportunities, and delegating responsibilities, we can build a culture of trust and mutual respect. Remember, a team that feels valued and empowered is a team that will commit to excellence and deliver with intent.