

STEWART RICHEY

Safety Snapshot by Mike Smith, Safety Manager

Mentoring Growth:

As we continue to grow, mentoring new employees becomes more and more important. Mentoring those employees is essential for promoting both the safety and productivity within our company. Experienced mentors have practical, on-the-job knowledge that goes beyond the basic training, equipping newcomers with the skills needed to identify safety risks and apply best practices effectively in real world situations. This personalized instruction not only sharpens new hires' safety awareness but also builds their confidence to address potential hazards. As a result, mentored employees are typically more likely to follow safety protocols, significantly reducing the likelihood of accidents and injuries. This focus on safety not only protects all our employees, but also minimizes interruptions to production caused by accidents and injuries.

On the production side, effective mentoring speeds up the learning curve, allowing the new employees to achieve peak performance in a much shorter time. Mentors can share invaluable tips and tricks, time-saving techniques, and problem-solving strategies that might have taken years for new employees to learn on their own. This exchange of knowledge increases efficiency, as well as quality, and boosts overall productivity. On top of that, the supportive relationships gained through mentoring lead to greater employee engagement and job satisfaction, resulting in lower turnover rates and a more stable, experienced team. By improving both safety awareness and operational expertise, mentoring creates a powerful partnership that drives our organization's overall performance and long-term sustainability.

Take the time to share your knowledge with new employees, after all, someone did it for you.