

ORGANIZATIONAL CASE STUDY

EMPLOYEE ENGAGEMENT CUTS COSTS AND IMPROVES SAFETY

How workforce participation drove zero claims and cost savings

By redesigning risk management and engaging employees, the company achieved a major safety turnaround, reducing costs by almost \$1 million in insurance premiums and achieving zero workers' compensation claims. This proactive approach enhanced operational efficiency, safeguarded the workforce, and boosted employee engagement and pride in the organization.

UNCOVERING THE UNDERLYING ISSUES

Analysis revealed gaps in risk management, inconsistent safety protocols, a lack of safety culture, and insufficient employee engagement. These factors were driving high insurance premiums, elevated XMod rates, frequent workers' compensation claims, and jeopardized employee satisfaction and retention.

SEEING THE WRITING ON THE WALL

Rising incidents, costly claims, and OSHA recordables indicated urgent action was needed. Benchmarking against industry standards highlighted the potential financial, operational, and talent-related consequences if risks remained unaddressed.

ENGAGING THE ORGANIZATION IN TRANSFORMATION

The initiative design began with targeted safety programs, a redesigned risk management plan, and the cultivation of a culture of accountability. By fully engaging employees in these programs, the organization achieved zero workers' compensation claims, 100% participation, and a safer, more attractive workplace for current and future talent.

Key Outputs:

1. The company achieved yearly zero workers' compensation claims and reached key no-injury milestones.
2. Nearly \$1 million was saved annually in insurance premiums.
3. Employees were fully engaged, reaching 100% participation in safety programs.
4. OSHA recordable injuries and incidents were significantly reduced.
5. Safety became a core value, fostering a culture of accountability.

AT A GLANCE

CHALLENGES

- High premiums
- High XMod
- Frequent WC claims
- OSHA injuries
- Low engagement
- Retention & talent risk

RESULTS & IMPACT

- ~\$1M premium savings
- XMod down 120 points
- WC claims: 56 → 0
- Reduced OSHA recordables
- 100% employee engagement