



JIM SPIGENER
Senior Vice President

JIM SPIGENER has helped hundreds of companies worldwide design, prepare, and implement successful safety solutions targeting senior leadership teams, middle managers, and shop-floor personnel.

- Jim is a seasoned executive coach who has helped senior leaders in organizations worldwide demonstrably improve their individual safety leadership and their organization's safety performance. Jim has coached more than 50 C-level executives from Fortune 500 companies, assisting them in developing their leadership capabilities and helping them create strategies for safety excellence and culture change.
- Among his notable successes, Jim trained and coached a global manufacturing company's top 300 executives. He helped the company's executive teams develop strategies to make a step change in safety performance and to develop a high performing culture. The work has resulted in a significant drop in recordable, lost-time injuries as well as in fatalities.
- In addition to working with client senior leaders, Jim is active in the development of BST's seminars. He participated in the development of the "Leading with Safety," "Enhancing Supervisor Effectiveness in Safety," "The First Step to Behavior-Based Safety," and "Behavioral Science Methods for Quality Improvement" seminars.
- Jim is a highly regarded speaker who has presented at hundreds of national and international conferences on the topics such as "How to Develop a High Performing Culture," "The Role of the C- Level Executive in Safety," "Effective Safety Leadership," "Behavior-Based Safety. How to get to Zero," "Behavior-Based Approaches to Quality," and "Fatality Prevention."
- Jim has also authored a number of texts, including chapters in *Employee-Driven Systems for Safe Behavior* and *Current Issues in Behavior-Based Safety* and articles in numerous industry and trade journals.
- Prior to joining BST, Jim worked as superintendent of fire, security, and safety for a Fortune 500 chemical firm. There, he developed, implemented, and coordinated a behavior-based safety process. He worked with self-directed work teams as an internal consulting resource for organizational development and developed operator and supervisory training programs.
- Jim is a former steward in the OCAW International Union, now the United Steelworkers of America.

