

Make A Difference Program

Purpose of the program:

To create buy in and participation from all levels within HMI as well as subcontractors and temp labor across all facilities. These are simply observation cards. These cards are available throughout the yard that anyone can access and fill out when you notice things on the jobsites are being done well or notice need for improvement. This will also be how we track minor near misses. These observations may be about operations, engineering, estimating, health, safety & environmental. It is just ideas that you have that could benefit the company or shine a light on something or someone that should be recognized. See examples below:

- “Someone turned in a 5-gallon bucket of unused product”- (Job well done)
- “Someone saw danger tape down and put it back up”- (Job well done)
- “Giving an idea to improve a work or safety process”- (Job well done)
- “No PPE being worn by individual”- (Need for improvement)
- “No drinking water available”- (Need for improvement)
- “Someone turned on a charged an airline that wasn’t connected, and it almost hit me”- (Near Miss)

What this is not:

This is not a “nark card”. Only put names on cards that recognize a “Job Well Done”. A “Need for Improvement” can use departments or subcontractor/client names, but no personnel names. If we feel specifics are needed further questions will be asked.

What we need:

Your participation. It is recognized that you are the eyes and ears of what is going on across the yard every single day and your ideas, opinions and observations are crucial for HMI’s overall improvement. This is your opportunity to be a part of the solution.

How to Get Involved:

You will be able to find these stands located throughout the yard and in break rooms. There will be a board on these stands with the “Make a Difference” Logo and a weather-proof box. Inside the box will be “Make a Difference” cards along with a pen. Please fill out the card and put it back inside the weather proof box. These cards will be picked up on a daily basis and read through to identify jobs well done or where there is room for improvement.

Thank you for your part in Making a Difference at HMI.

“Make A Difference”
 Observation: Tell us what you saw

Need for Improvement: Good Job:

Recommendations/Solutions:

Was there action taken or praise given:

Name: _____ Date: _____

