

25TH ANNUAL



25TH LCI CONGRESS
OCTOBER 24-27, 2023

The Continuous Pursuit of Wellbeing in the Construction and Design Industry

Respect for People Task Force

25 YEARS OF LEARNING: SUPERCHARGE YOUR LEAN JOURNEY IN THE MOTOR CITY

October 25, 2023

Respect for People Task Force



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Respect for People Task Force

Vision: *to transform the AECO industry by prioritizing and fostering a culture of Respect for People as a foundational principle for success. This is the basis, or core ideal, for creating a human-centered, Lean, resilient, and continuously improving work environment – fostering collaboration, inclusivity, and mental and physical wellbeing. Any endeavor, company, or workforce that fully embraces Respect for People at all levels will consistently deliver better project outcomes for all stakeholders.*

Mission: Create a culture of Respect for People that:

1. Cultivates a culture that allows for greater respect and more regard for everyone in the Architecture, Engineering, Construction and Owner (AECO) industry
2. Advances acceptance, inclusion, and belonging in the AECO industry
3. Consciously promotes and develops healthy well-being
4. Prioritizes and normalizes conversations about mental health and well-being as a critical component of a safe, productive, and welcoming world work-place.

<https://leanconstruction.org/events/respect-for-people/>



Agenda

- **Why “Respect for People”?**
- How did we get here?
- What have we done?
- Group Exercise –
 - What is “Respect for People”?
 - <How are we going to accomplish our goals?>



Why “Respect for People”



Why “Respect for People”?

SIX TENETS OF LEAN CONSTRUCTION

1 Respect for People

2 Optimize the Whole

3 Generate Value

4 Eliminate Waste

5 Focus on Flow

6 Continuous Improvement



Why “Respect for People”?

Mental Health & The Built Environment

With 53.2 suicides per 100,000 workers, construction has among the highest suicide rates of any industry, with deaths by suicide five times higher than all other construction deaths combined. In addition, architects and engineers suffer a high rate of suicide as well with 23.2 suicides per 100,000 workers. The factors contributing to this include the high pressure environment of the job and the general lack of institutional support for mental health.

How Did We Get Here?



What Have We Done?



What have we done? - Events



Supporting Employee Mental Health: Building a Culture of Compassion and Communication

August 9, 2023

BENEATH THE BRAVE

PRESENTATION



Mental Health, Well-being, and Us

June 22, 2022

DETAILS

PRESENTATIONS



Bringing Out the Best in Each Other

July 28, 2021

DETAILS

PRESENTATIONS



What have we done? - Resources

Get Help

If you're dealing with a mental health crisis, please call the suicide prevention hotline immediately to seek professional guidance.

[SUICIDE PREVENTION HOTLINE](#)

Get Educated

There are a number of resources for people looking to learn more about the state of mental health in the design & construction industry.

- [Construction Suicide Prevention Week \(September 4-8, 2023\)](#).
- [The Construction Industry Alliance for Suicide Prevention \(CIASP\)](#).
- [Construction Working Minds: Mental Health Promotion, Suicide Prevention, and Addiction Recovery at Work](#)
- [The Center for Construction Research and Training Suicide](#)

Get Trained

Mental Health First Aid is a course that teaches you how to identify, understand and respond to signs of mental illnesses and substance use disorders.

[MENTAL HEALTH FIRST AID & TRAINING](#)

Learn the 3 steps to preventing suicide in a crisis situation.

[QUESTION. PERSUADE. REFER.](#)

Learn More about the LCI Respect for People Event.

The 2023 Respect for People Event has passed. Check back soon for more information about the 2024 Respect for People Event!



What have we done? — Resources from the Beneath the Brave Training — Aug 2023

Supporting Employee Mental Health: Building a Culture of Compassion and Communication

Erin Callinan, MSW Consultant, Speaker, Author
Founder of Beneath The Brave

Videos

- [Tim's Story: Mental Health at Work](#)
- [Men's Mental Health in Construction | Toolbox Talk with Terry Gregory](#)
- [Brene Brown on Empathy](#)
- [Having a Conversation: Discussing Mental Health in the Workplace — Sarah's Story](#)

Important Training Links

- The [988 Suicide and Crisis Lifeline](#) offers 24/7 call, text and chat access to trained crisis counselors who can help people experiencing suicidal, substance use, and/or mental health crisis, or any other kind of emotional distress. Call/text 988 or visit <https://988lifeline.org/>
- View 988 social media graphics, factsheets, and order posters, flyers, and stickers using the [SAMHSA Partner Toolkit](#).



Check-In



[PollEv.com/davehagan595](https://pollev.com/davehagan595)



In one word, why are you attending this presentation today?

Nobody has responded yet.

Hang tight! Responses are coming in.

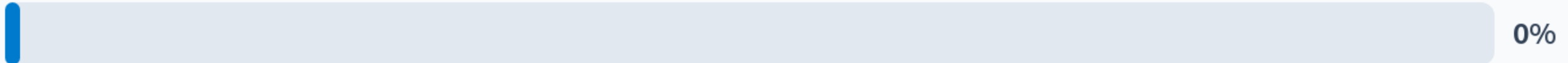
Are you a newcomer to the discussion on mental health in the workplace?

Yes



100%

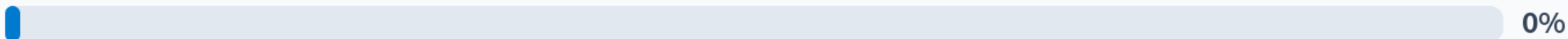
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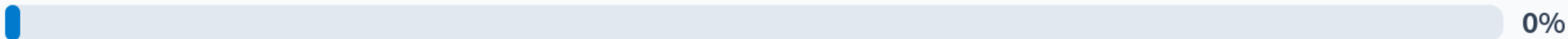
How do you feel about this topic?

Afraid



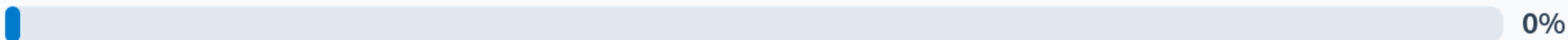
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Excited



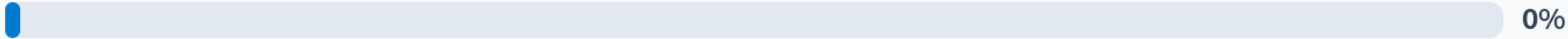
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Somber



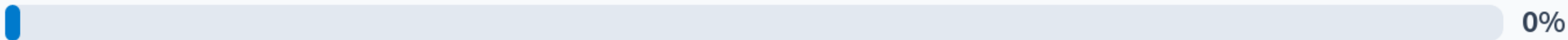
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Intrigued



0%

Not sure...



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What is “Respect for People”?

Group Exercise



What is “Respect for People”? - Background

“Holding precious what it is to be human” – people err, practice understanding and forgiveness. There are no ‘mistakes,’ there are only “learning opportunities” enabling continuous improvement. - (Sakichi Toyoda)

The manager/coach guides the “problem solving practices,” and employees/co-workers are challenged at every step of the way asking for more thoughts, facts and discussions, along with the development of mutual respect
- *Practicing the Coaching and Learning Katas* – Jim Womack, 2007

“Respect for People”
Definition

"There is no limit to how far human wisdom can be developed. “Respect for People” is the attitude that regards people’s ability to think."
- Supported by: *Respect for People* Jim Womack, 2007.

Something is Missing?



What is “Respect for People”?

The RfP Task Force has stories about our “aha moments”.

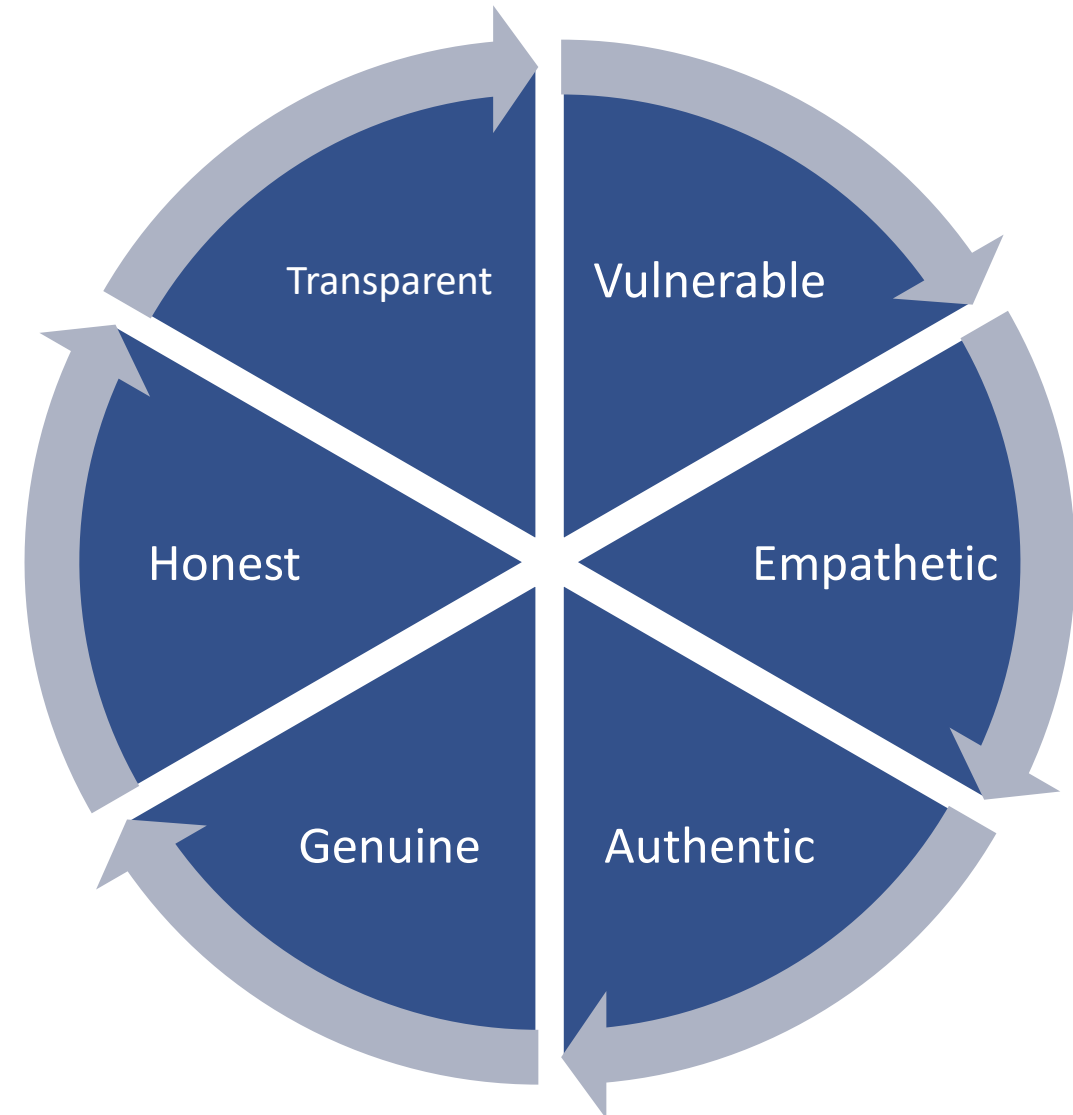
These are the realizations we have come to as we pursue “Respect for People” personally and support this community.



What is Respect for People?



What is the common thread?
Our stories move us to be more:



What is RfP - Team Discussion Exercise

We are not done.

We haven't figured out what “Respect for People” is fully.

We need your help.



What is RfP - Group Discussion

Before We Get Started:

1. Out of respect for others, keep names and companies out of your responses.
2. We will be recording – scribe, audio recording, and taking your responses.
3. It will be used to further aid in the development RfP as a definition, support us in focusing on the right things in future programming and resources we provide.



What is RfP – Group Discussion

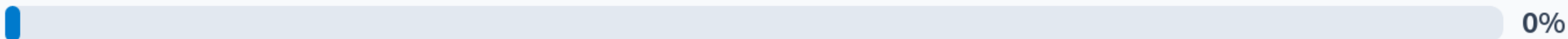
Group Discussion (Pick One to Respond to):

- What is your definition of “Respect for People”?
- What is your biggest “Respect for People” aha moment?
- Tell a story where you've given respect and were surprised as to how it was received? What does it look like for you to give respect?
- Tell a story where you received respect? What does it look like for you to receive respect?



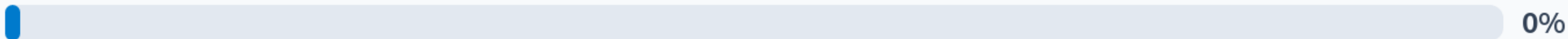
How do you feel about this topic NOW?

Afraid



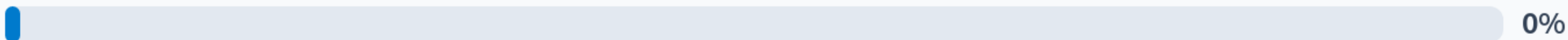
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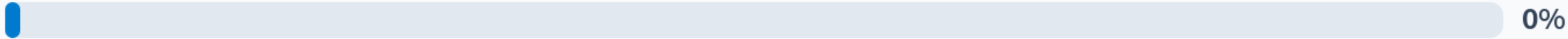
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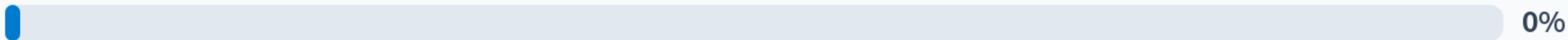
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You are not alone.

Post event survey.

<https://plusdelta.app/join/JCBK1C>





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In the spirit of continuous improvement, we would like to remind you to complete this session's survey! We look forward to receiving your feedback.

Contact Us

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Thank you for attending this presentation. Enjoy the rest of the 25th Annual LCI Congress!