![SAI - Social Accountability International]

SAI's mission is to advance the human rights of workers around the world.

Share   Like

Follow Us: Facebook Twitter LinkedIn

Subscribe to SAI's Newsletter

| ABOUT SAI | SA8000 STANDARD | OUR WORK | TRAINING | CORPORATE PROGRAMS | NEWS & RESOURCES | SUPPORT SAI |

Brazil Worker Engagement Program: Midpoint Review

Interview with SAI Representative Doug Cahn, the lead facilitator for the program to improve health and safety issues

September 2013

SAI Representative, Doug Cahn

On August 19th, the four worker-manager teams from the **Brazil Worker Engagement Program's** first wave of companies gathered in São Paulo for their Midpoint Review Workshop. This was the Day 50 mark in their 100-day Social Fingerprint® Rapid Results (SFRR) projects tackling occupational health and safety. The workshop was a chance for the teams to reflect on their achievements thus far, refocus their work plans based on lessons and challenges, and re-energize for the next 50 days. The workshop was led by SAI, its Authorized Representative BSD, and partners - the Rapid Results Institute and Good World Solutions.

SAI Representative Doug Cahn, Principal of the Cahn Group LLC, was the lead facilitator at the workshop. SAI interviewed Mr. Cahn to get his perspective on the program:

SAI: How did the Midpoint Review Workshop go?

Doug Cahn: The workshop went very well. Each of the participating companies reflected on their work to date, learned new problem solving skills and laid out plans for how they would improve the likelihood of achieving their 100-day goal.

SAI: What was a moment that stood out to you?

DC: The participants came to the workshop eager to share the stories. During lunch, one company team took me aside and said they wanted to show me something. We sat down at a round table and the company team - workers and managers together - shared with me some photos of the new process they had created to reduce safety risk in the facility. They were very proud - and deservedly so.

SAI: Although the participating factories come from various sectors, do you see any common themes, experiences, or challenges across teams?

DC: The common theme I see, and this is the great strength of the SFRR approach, is that workers and managers have come together to solve a problem. The SFRR facilitators spent more time listening than talking at the workshop, a sign that the teams were truly engaged in problem solving to meet their goals.

SAI: You've been in this sector a long time, what is your perspective on the SFRR program?

DC: One common mistake that CSR professionals make is to communicate codes of conduct in supply chains without an appreciation for how their business partners, like factories, will react to them. By allowing workers and managers together to identify specific, achievable short-term goals, we increase the likelihood of improvements that are successful, and then are followed by another and another.

SAI: Going forward, can you comment on the potential for this program?

DC: There are three elements of this program that make it special - a goal that is achievable in the short term, a team that is composed of workers and managers, and a focus on process that results in sustained improvements over time. Early indications are that together, these three elements are a very useful,

effective and empowering approach to driving labor-related improvements in supply chains.

For more information about the Brazil Worker Engagement Program, visit www.sa-intl.org/brazilworkerengagement or contact Director of Corporate Programs & Training Jane Hwang -jhwang@sa-intl.org.

SAI
SOCIAL
ACCOUNTABILITY
INTERNATIONAL

15 West 44th Street | New York, NY 10036
Phone: 212-684-1414 | Fax. 212-684-1515
Email: info@sa-intl.org

SUPPORT SAI

ABOUT
About SAI
Who We Are
Where We Work
Support
Careers
FAQs
Contact Us

SA8000 STANDARD
SA8000 Guidance
SA8000 Resources
SA8000 Translations
Complaint Resolution
Logo Policy

OUR WORK
Partnerships
Programs

TRAINING
Training Course
    Schedule
SA8000 Auditor
    Training
Social Fingerprint®
Implementing the UN
    Guiding Principles
Professional
    Development
Custom Training
Technical Assistance
Course FAQ

CORPORATE PROGRAMS
Shared Mission
Levels & Services
Current Members

NEWS & RESOURCES
SAI e-Newsletter
Announcements
Media Coverage
Annual Report
Issues &
    Statements
Publications &
    Case Studies