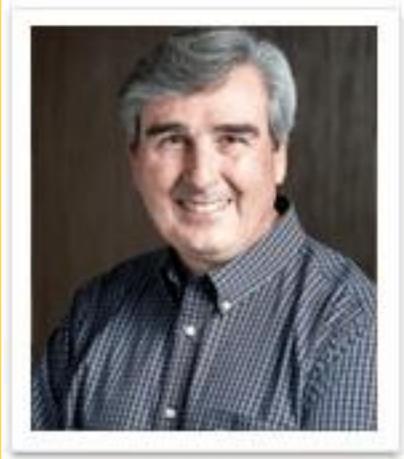




# EMPLOYER SPOTLIGHT

## WORK PARTNERS OCCUPATIONAL HEALTH SPECIALISTS



**Joe Mazza**

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### **What is your role and responsibility?**

*"The technical role is to plan, organize, control and implement all forms of safety and risk management techniques; assure protection for the District's human, financial and physical resources against unreasonable loss by controlling conditions that cause accidental losses. That includes administering the District insurance policies and procedures relating to property, liability, Workers' Compensation student accident and coordination of claims submission and management. My real role is much like the hub of the wagon wheel, where I interact with many different groups internally and externally to provide the best service I can to protect the district, find a way to assist faculty and staff with programs within the district's policies and procedures and avoid, retain or transfer risk."*

### **What is your greatest workforce health or safety challenge?**

*"Like many entities, the greatest safety challenge is reducing the frequency and severity of Workers' Compensation claims. We are reviewing our current training program as it relates to Title 8 and Cal/OSHA to determine what changes and updates are needed to achieve this goal."*

### **What health or safety campaign has been most successful?**

*"We conduct a Health Fair every year through Healthy Adventures that brings vendors and other entities that service our employees with healthcare needs and encourage staff to participate and learn more about the services and, if they choose, conduct various non-evasive tests to determine if they need to seek further treatment on a condition. Prevention is a key element here!"*

### **Is your partnership with WorkPartners successful?**

*"It has been and continues to be very successful. Along with Workers' Compensation treatment for injured employees, we also use WorkPartners for our pre-placement physicals and the fingerprinting or "Live Scan" program for new employees."*

### **What is your leadership philosophy?**

*"As a past president of the San Diego Risk and Insurance Management Society RIMS Chapter, I have held leadership role and realize that at times, you lead, follow or get the heck out of the way! In Public Sector, many follow what other entities are doing, but I have found that I need to take the lead for the sack of my district if something needs to be done. I research the subject thoroughly, produce a policy and procedure and then it works through our internal collegial governance system up the Board of Trustees level for a final decision and approval. This 'leverage', as I term it, gives you the backup that is so critical when a change has to occur. Then implementation and accountability are my role. The sooner you bring all affected parties together early in the process, the better!"*

### **What is your favorite business quote?**

*"I have seen this one in action and really believe it; 'Your attitude, not your aptitude, will determine your altitude'. -Zig Ziglar. Another favorite of mine is; 'There are two types of people – those who come into a room and stay 'Well, here I am,' and those who come in and say, 'Ah, there you are.' -Fredrick Collins."*

### **What was the last good management book you read?**

*"I recently read Start with Why (How Great Leaders Inspire Everyone to take Action) by Simon Sinek and it is excellent! As Sinek states in his book, 'There are leaders and there are those who lead. Leaders hold a position of power or influence. Those who lead inspire us.'"*

### **Anything else you like to share with your peers?**

*"I started my career in the insurance business many decades ago and learned so much about life, health, property, casualty and commercial lines. My transition into risk management happened in the late 90's. But something that has stayed with me the longest is what I heard from the late John Savage. He spoke at an insurance conference and he was a Columbus Mutual insurance agent. John stated that Product Knowledge is and always will be 5%. People Knowledge is 95%! It is important to know your product or service inside and out, but knowing people is what helps you be successful. Knowing people is communication. Oral and written communication reflects on you and the entity you represent, both on and off the job. Shortcuts, i.e. 'U R, C U, etc.' that I see in business written form deter from the professionalism that has to occur. Also over the past 3-4 years, I have mentored students and others to share my insights and pass on as much as I know to them. I would encourage my peers to do that. Giving back is very important and it has been a highlight of my career!"*

### **WorkPartners Occupational Health Specialists**

Located in North San Diego County, WorkPartners clinics are full service Occupational Health clinics dedicated to supporting the health and wellness of local employees. Learn more at [www.WorkPartnersOHS.com](http://www.WorkPartnersOHS.com).