Leveraging AI for Success in EHS

How to Make Yourself More Efficient, and Guarantee Your Relevance

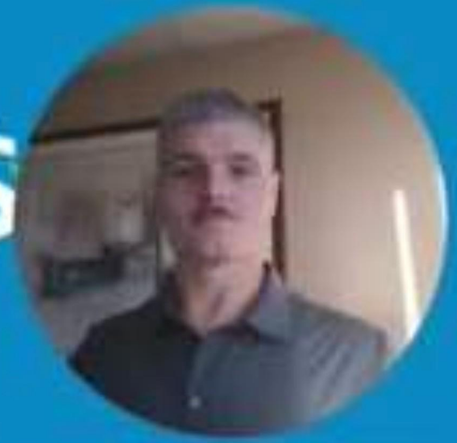
Paul Thomas September 7th, 2026

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At the heart of food and service

Before We Get Started

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EHS Orientation or Annual EHS Training



Agenda

- Problems
- What are LLMs?
- How do LLMs Work?
- Leveraging LLMs

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Vocabulary

- LLM - Language Learning Model
- Generative AI
- Non-Generative AI
- CoPilot - Microsoft’s LLM
- AI - Artificial Intelligence
- PM - Project Manager
- PgM - Program Manager
- Portfolio Manager
- Prompt Engineering
- Pattern Templates

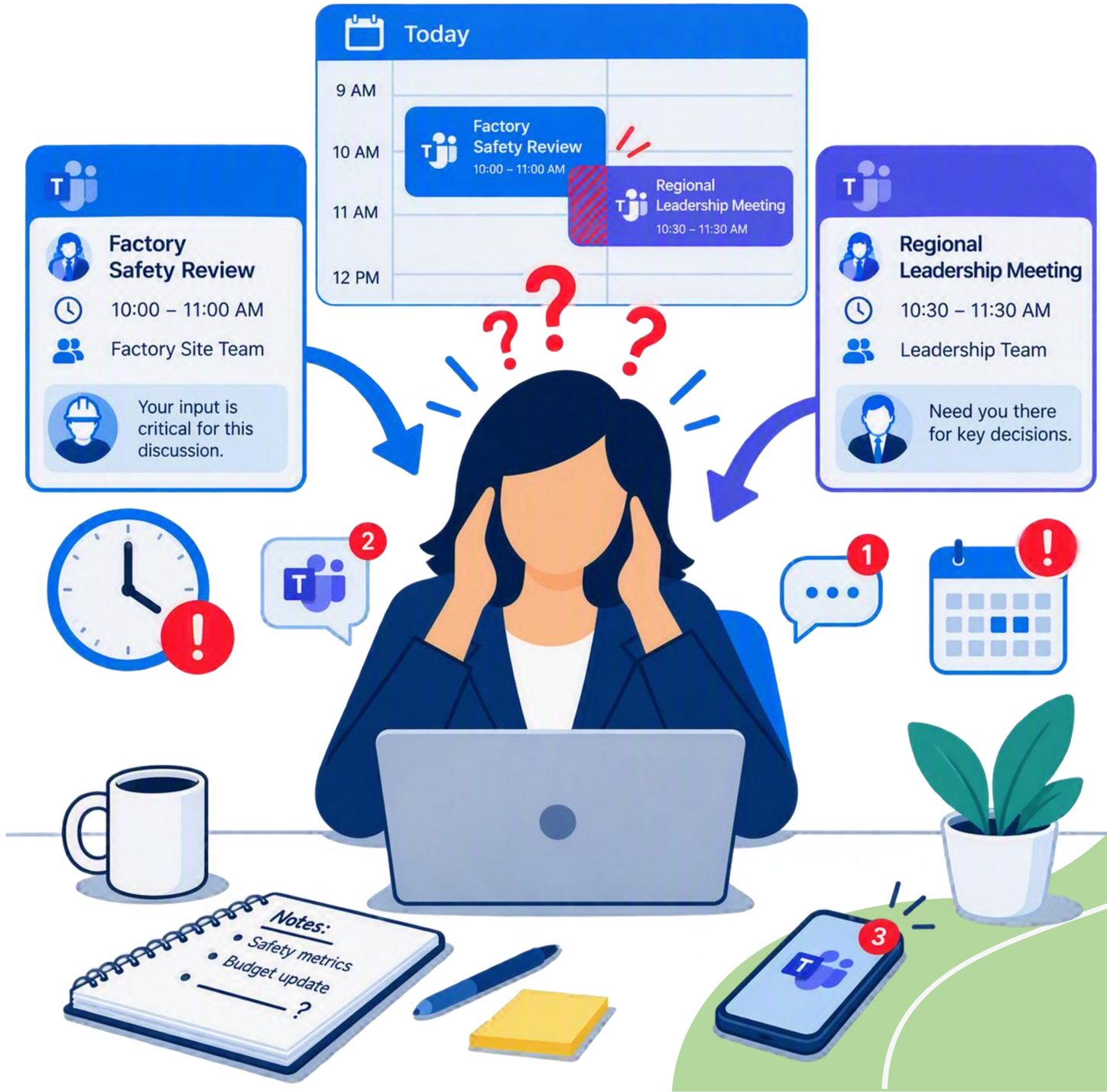
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Problems

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User 1

- **Diane**



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User 2

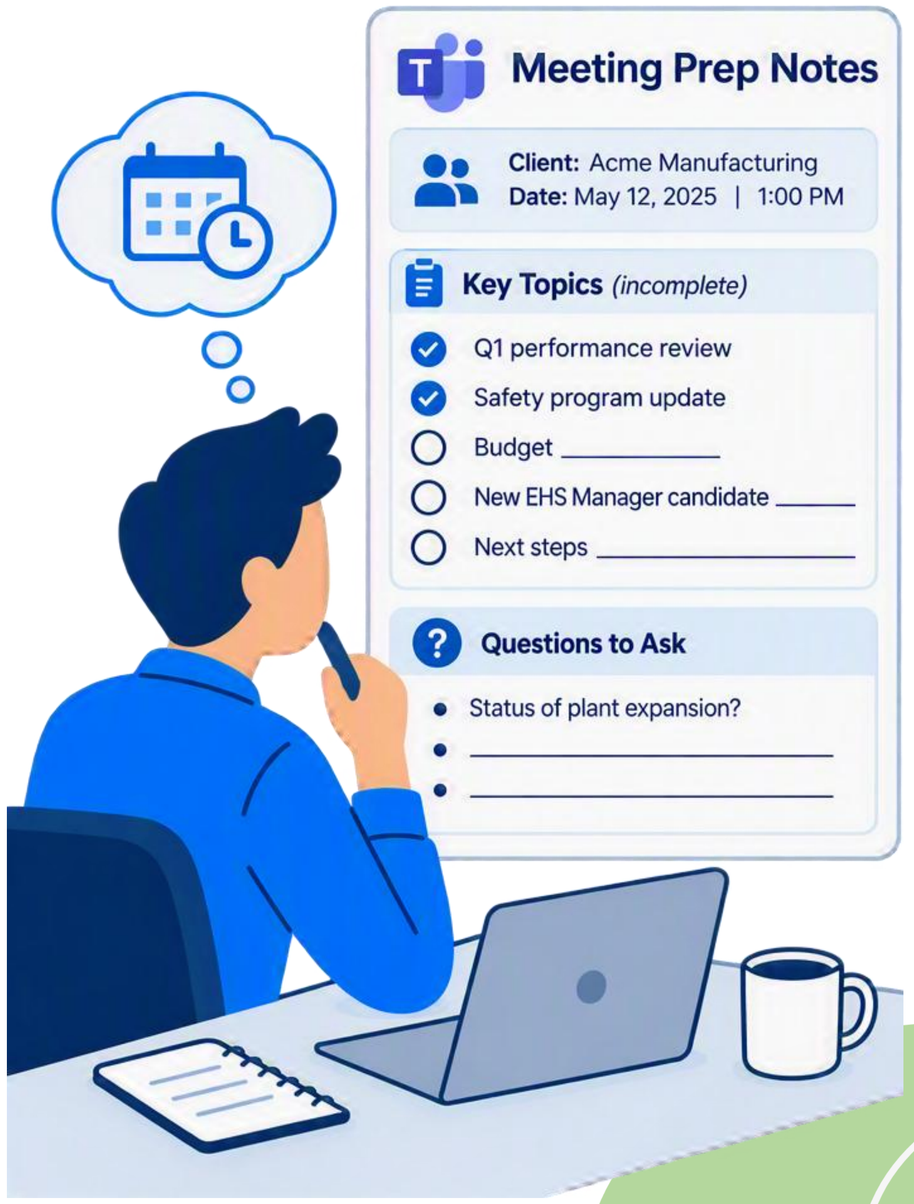
- **Nalesh**



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User 3

- **Xavier**



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User 4

- **Dave**



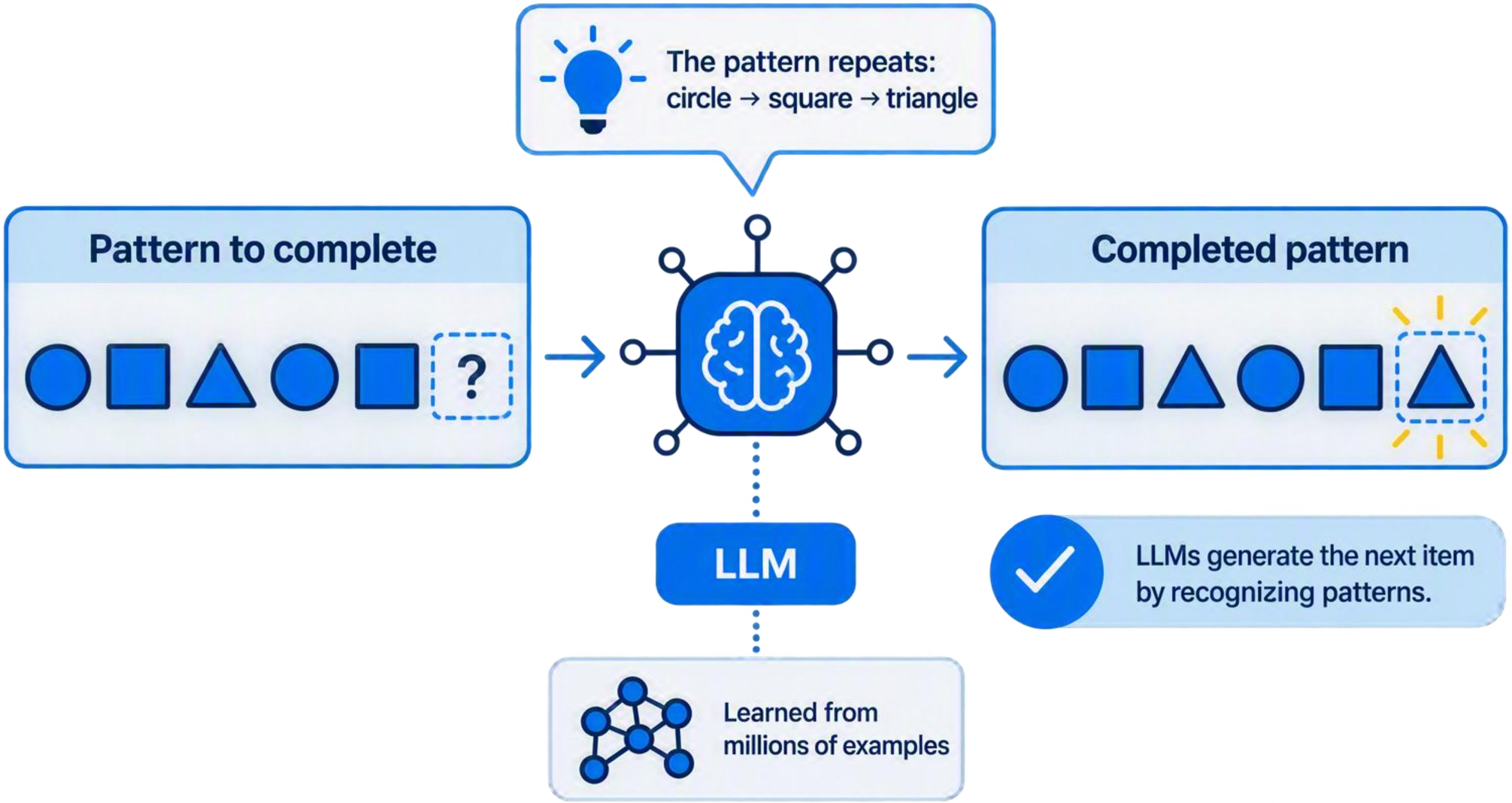
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What are LLMs?

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LLMs are Pattern Generators

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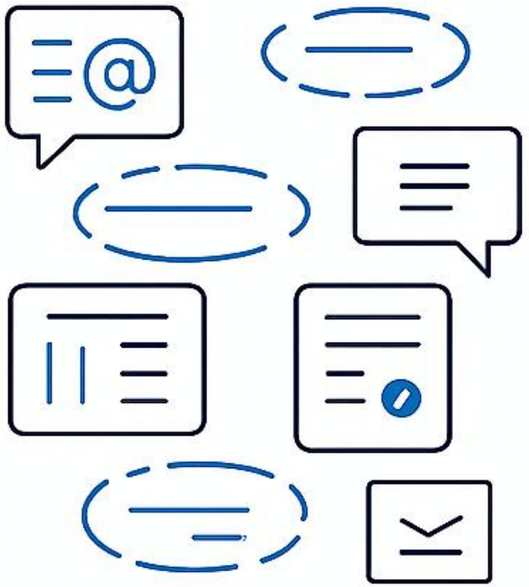
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How do LLMs Work?

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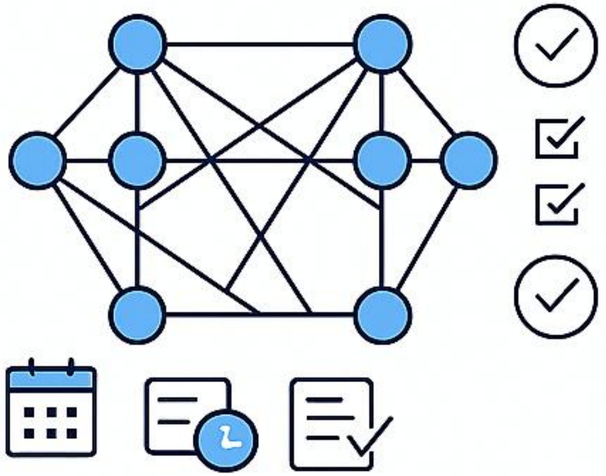
HOW LLMs LEARN AND GENERATE PATTERNS

LEARNING FROM MANY EXAMPLES



The model reads millions of examples and learns *patterns* inside them.

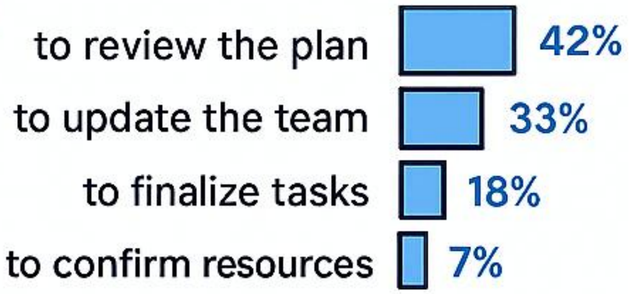
MODEL LEARNS STATISTICAL PATTERNS



The model builds internal connections based on which patterns tend to appear together.

GENERATING TEXT USING PROBABILITY

The next step in the project is...



The next steps involve...
Here's a timeline...
Risk mitigation...

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Leveraging LLMs

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User 1

- **Diane**
  - *Question Refinement* Pattern



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Patterns

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Types of Patterns

- Output Customization
- Error Identification
- Prompt Improvement
- Interaction
- Context Control

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User 1

- **Diane**
  - *Question Refinement* Pattern
  - “Within **[SCOPE X],** suggest a better version of the prompt to use instead.”



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Think of LLMs like Interns

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HOW COPILOT UNDERSTANDS WORK INSTRUCTIONS

RECEIVING MESSAGES

Copilot receives your instructions the same way an intern receives text messages.



INTERPRETING INTENT

Copilot interprets the meaning behind your request.

Summarize → Key points

Checklist → Steps

PRODUCING OUTPUT

Copilot produces the finished task— organized, structured. and ready to use.

Safety Checklist

Step 1

Step 2

Step 3

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Grammar Matters

Woman, without her man, is helpless.

Woman, without her, man is helpless.

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“My direct-report’s critical project is losing momentum, suggest a better version of this prompt to use instead. I was unable to attend my direct-report’s most recent project meeting, but I have the transcript of the meeting and four recent emails from key stakeholders. It is my responsibility to coach my direct-report to get their project back on track.”

-Diane

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How to Structure Prompts

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Pattern Structure

- Instruction
- Information
- Examples
- Input Format
- Output Format

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Here’s a much stronger, coaching-oriented, diagnostic prompt based on your situation. It’s designed to extract the exact insights you need from the meeting transcript + stakeholder emails so you can effectively guide your direct report and recover project momentum.

-Microsoft CoPilot

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Improved Prompt

Diane

**“I am a manager responsible for coaching my direct report on a critical project that is losing momentum. I was unable to attend their most recent project meeting, but I have the full meeting transcript and four recent emails from key stakeholders.

Analyze the transcript and emails holistically and provide:**

1. A diagnosis of what is going wrong

- Communication gaps
- Missed expectations
- Misalignment between stakeholders
- Signs of confusion around ownership, priorities, or next steps
- Process or workflow breakdowns impacting progress

2. Specific evidence from the transcript/emails

- Quote or summarize the exact lines where problems emerge
- Identify patterns (e.g., avoidance, over-commitment, unclear delegation, lack of follow-through)

3. Impact assessment

- How each issue is affecting project momentum
- Risks if not corrected
- Which issues are urgent vs. important

4. Coaching opportunities for my direct report…

- Provide manager-ready guidance on:
    - Skills or behaviors to reinforce (e.g., clearer communication, risk escalation, meeting facilitation)
    - How they could handle similar situations better next time
    - Talking points I can use directly in a coaching conversation

2. 5. A recovery plan

- Concrete actions to stabilize and re-accelerate the project
- Who needs to do what
- Key decisions that must be clarified
- Messaging to stakeholders to rebuild alignment
- Make the output structured, concise, and actionable.
  Here are the transcript and emails:”

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User 2

- **Nalesh**
  - *Persona* Pattern



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User 2

- **Nalesh**
  - *Persona* Pattern
  - “Act as **[Persona X]**.”



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“Act as a Regional EHS Manager. I am hiring a site-level EHS specialist to support an EHS site-level manager who is new to the company. The EHS site-level manager is my direct-report. The site is a recent acquisition made by the company. The role is a new role. I will be overseeing the process remotely and likely will not be able to directly involved. In the past, I have managed hiring EHS specialists using a basic scorecard.”

-Nalesh

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“Got it — you’ve set the scene clearly. You’re acting as a Regional EHS Manager, hiring a site-level EHS Specialist to support a new Site EHS Manager at a newly acquired location. You’ve used a basic scorecard in the past, and you’ll be overseeing this remotely with limited direct involvement.

To make this useful, here’s what I can do next. Just tell me which direction you want:

-Microsoft CoPilot

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Contextual Questions

Nalesh

What I can help you create

1. A complete, ready-to-use EHS Specialist hiring scorecard

- Behavioral competencies
- Technical EHS competencies
- Experience and certifications
- Interview questions
- Weighted scoring rubric
- Pass/fail thresholds

2. A hiring plan tailored to a newly acquired site

- How to evaluate candidates who can support an unseasoned EHS Manager
- Traits that work best in early-integration sites
- How to assess culture-fit in post-acquisition environments

3. A recommended interview process

- Who should interview
- What each interviewer should assess
- Remote oversight structure (since you won't be on-site)…

A job description specifically optimized for this situation

Supporting a new/learning EHS Manager

Balancing tactical and compliance work

Aligning new site with corporate standards

A candidate evaluation checklist you can send to the on-site hiring team.

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“Quick clarifying question so I deliver exactly what you need:

Would you like me to create an updated hiring scorecard for the EHS Specialist role, or something broader like a full hiring process package?

(If you want the scorecard, I can generate it immediately.)”

-Microsoft CoPilot

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“Act as a Regional EHS Manager. I am hiring a site-level EHS specialist to support an EHS site-level manager who is new to the company. The EHS site-level manager is my direct-report. The site is a recent acquisition made by the company. The role is a new role. I will be overseeing the process remotely and likely will not be able to directly involved. In the past, I have managed hiring EHS specialists using a basic scorecard.”

-Nalesh

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“Generate 3 one-page PDFs for my direct-report manager to choose from.”

-Nalesh

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regulatory readiness.

Weighted Competency Areas (100 points)

Area	Weight	What Good Looks Like
Regulatory Knowledge (OSHA/EPA/state/local)	20	Knows key standards (LOTO, PIT, electrical, guarding, HazCom, RCRA). Interprets a
EHS Mgmt Systems & Documentation	20	Builds SOPs, training matrix, records control, CAPA logs; maps programs to corporat
Auditing & Corrective Action	15	Plans/conducts audits; clear findings; drives CAPA to closure with owners/dates/evid
Incident Investigation & Root Cause	15	Applies 5-Whys/Fishbone; delivers corrective/preventive actions that reduce recurrer
Training & Compliance Calendar	10	Maintains calendar; closes training on time; toolbox/microlearning.
Data Discipline & Reporting	10	Accurate OSHA logs, waste manifests, inspection logs; solid Excel inputs.
Collaboration w/ Site EHS Manager	10	Proactive support; escalates smartly; keeps leadership informed.

Minimums & Preferences

Required: 2–4 yrs EHS (or ops with heavy EHS), OSHA exposure, incident investigations. Preferred: BS EHS/ENG, GSP/ASP, OSHA 30 GI, RCRA handler, First Aid/CPR/AED. Disqualifiers: no CAPA closure history; weak documentation; unclear on OSHA employer responsibilities.

Structured Interview Prompts

- Systems: Time you inherited messy EHS records—first 60 days & measurable outcomes?
- Regulatory: Week 1 top 3 compliance risks (PIT, LOTO, hazardous waste) and how you'd verify?
- Audits/CAPA: Finding you wrote that led to sustained improvement—what made it stick?
- Investigation: Incident you investigated—method used and 90■day prevention result?
- Partnering: Keeping a new EHS Manager & remote Regional aligned without over■escalating?

Work Sample (30–40 min)

Provide 5 mock audit findings. Candidate prioritizes and outlines CAPA (owners/dates/evidence). Score on prioritization, clarity, feasibility.

Red/Green Flags

Red: Vague recordkeeping; blames ops; no CAPA follow■through; can't explain OSHA logs/training matrices. Green: System thinker; turns audits into improvements; strong document control; anticipates regulator expectations.

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“The formatting for those scorecards cuts off sections of information. Regenerate the scorecards as Excel spreadsheets so that I can adjust the formatting as needed.”

-Nalesh

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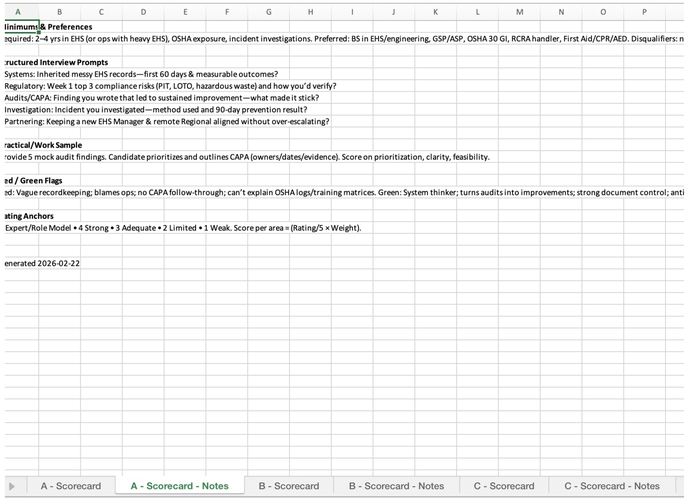
Scorecard A — Compliance & Systems Stabilizer

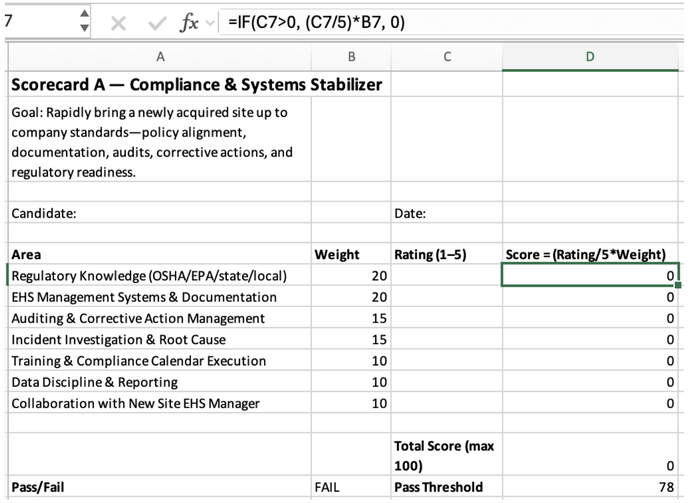
Goal: Rapidly bring a newly acquired site up to company standards—policy alignment, documentation, audits, corrective actions, and regulatory readiness.

Candidate: Date:

Area	Weight	Rating (1–5)	Score = (Rating/5*Weight)
Regulatory Knowledge (OSHA/EPA/state/local)	20		0
EHS Management Systems & Documentation	20		0
Auditing & Corrective Action Management	15		0
Incident Investigation & Root Cause	15		0
Training & Compliance Calendar Execution	10		0
Data Discipline & Reporting	10		0
Collaboration with New Site EHS Manager	10		0
		Total Score (max 100)	0
Pass/Fail	FAIL	**Pass Threshold**	78

Minimum Ratings Required (3/5 unless stated)			
Regulatory Knowledge (OSHA/EPA/state/local)	0	Min 3	Below Min
EHS Management Systems & Documentation	0	Min 3	Below Min





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User 3

- **Xavier**
  - *Alternative Approaches* Pattern



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User 3

- **Xavier**
  - *Alternative Approaches* Pattern
  - “If there are alternative ways to accomplish **[TASK X]**, list the best alternative approaches.”



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“Suggest alternative approaches to the challenges discussed during our last alignment meeting. We are encountering pushback from EU regulators when attempting to use solutions we have used in our North American market. A transcript of the meeting has been attached. Tailor your output for executive stakeholders with decision making authority.”

-Xavier

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“Below is an **executive-level summary** of *alternative approaches* to the regulatory challenges your team discussed, grounded in the themes and constraints present in the attached transcript. No citations are required because the content comes solely from your provided document.

-Microsoft CoPilot

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Alternative Approaches

Xavier

…

3. Build “Zero-Trust for Variability” Systems

Challenge Identified

EU regulators reject solutions that depend on:

Human memory

Discretion

Problem-solving under pressure

Informal adjustments to machinery or process flow

(Reflective of transcript examples involving CNC machine lockouts and bypassed interlocks.)

Alternative Approaches

3.1 Engineer out variability altogether:

- Automatic interlocks that cannot be bypassed without central engineering authorization
- Machine learning systems that prevent unsafe configuration states
- Digitized SOPs that auto-populate based on sensor inputs

3.2 Require “never events” safety design reviews:

Mirroring aviation and medical industry safety review structures.

- Characterize failure modes…

Pre-approve mitigations

Establish hardware/software failsafes regulators can trust

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User 3

- **Xavier**
  - *Game Play* Pattern



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User 3

- **Xavier**
  - *Game Play* Pattern
  - **[Basic Description of the Game]**
  - **[Basic Description of the Rules]**
  - **[Tell it to Start]**



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“You are the executive who wrote the attached emails regarding a similar problem we had last year. This project fell apart due to a lack of executive level stakeholder alignment. The transcript from the meeting should be used as a key reference point. Suggest a strategy that will bring you into alignment with the current project.
For me to be able to align on this…”

-Xavier

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Triggers

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User 4

- **Dave**
  - *Ask for Input* Pattern

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User 4

- **Dave**
  - *Ask for Input* Pattern
  - “Ask me for **[INPUT X]**.”

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“Ask me 10 questions to help me develop solutions to help employees in our Portioning Department mitigate ergonomic hazards.
Ask questions one at a time.
I am an experienced EHS Manager.
JHAs of the role’s tasks are attached.
After all of the questions have been answered, suggest 3 prompts for developing solutions for these employees.”

-Dave

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Adjustable Tilt Work Surface

Ergonomic. Food Safe. Modular. Easy to Clean.

Raises and angles product toward the employee to reduce reaching and forward bending.



- **Food Safe Materials**
- **Adjustable Angle**
- **Modular Design**
- **Easy to Clean (Washdown Safe)**
- **Improves Ergonomics**

Angle Adjustment

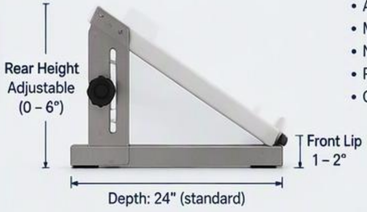


Modular Options



- **Standard Width** (24")
- **Extended Width** (36")
- **Side Guards** (optional)

Dimensions (Example)



Common Specifications

- HDPE cutting surface (1/2" – 3/4" thick)
- 304 stainless steel frame and hardware
- Adjustable angle: 0° – 30°
- Modular widths: 24", 36", or custom
- Non-slip feet or clamps to secure to table
- Removable for cleaning
- Optional side guards and front lip

A Higher Standard for a Healthier Workfonce.

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Peer Support Network

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Search Viva Engage

as

New

Create new

ies

vorites at your fingertips. Favorites will appear
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nunities



CC

(Test) CoPilot Community

A peer support network to develop and strengthen CoPilot best practices within the Flex Manufacturing network

Conversations | About | Files | Events

Share thoughts, ideas, or updates

Discussion | Question | Praise | Poll | Drafts

Members • 1

Community experts

Assign members who offer e
this community.

Assign

Community summary

Jan 26, 2026 - Feb 22, 2026

We do not have enough data
community yet.

Only admins can see this sum

See full community analytics

Info

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