



Beyond Compliance: Elevating Food Safety Buy-In through Interpersonal Influence

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Influence

Noun or verb

- The power to change or affect someone or something
- The power to cause changes without directly forcing them to happen
- To affect or change (someone or something) in an indirect but usually important way

- Interpersonal Relationships
- Team and Functional Integration
- Benefits of Proactive Engagement



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Build Interpersonal Relationships

Are you above or below the line?

Become a Trusted Advisor

Understand “Inattentional” Blindness

Build Trust so your message lands when it matters

Build trust before you need to challenge something

Be predictably fair and fact based – especially when you’re under pressure

Humanize yourself and conversations

Control your reactions

Know who’s unicorn you’re killing

Building Trust

Speak the language of the business

Reduce distance and intimidation

Team and Functional Integration

Reduce the noise: Get “Naked” in a Dutch town planner sense

Cultural Norms: Define the problem, Share & Steal, Relentlessly Prioritize & Discuss, Don't present Stakeholder Mapping (see next slide)

Understand the system and connect the dots

Map the system, not just your function

Don't operate as a downstream checkpoint – embed yourself up stream

Cross-functional extends beyond HACCP

Engineer Value

Connect with different functions

Understand how the business operates

Work across teams, not in silos

Stakeholder Engagement Map

High

Build relationships for this Year

Relationships Needed Today/Now

Build relationships for the future

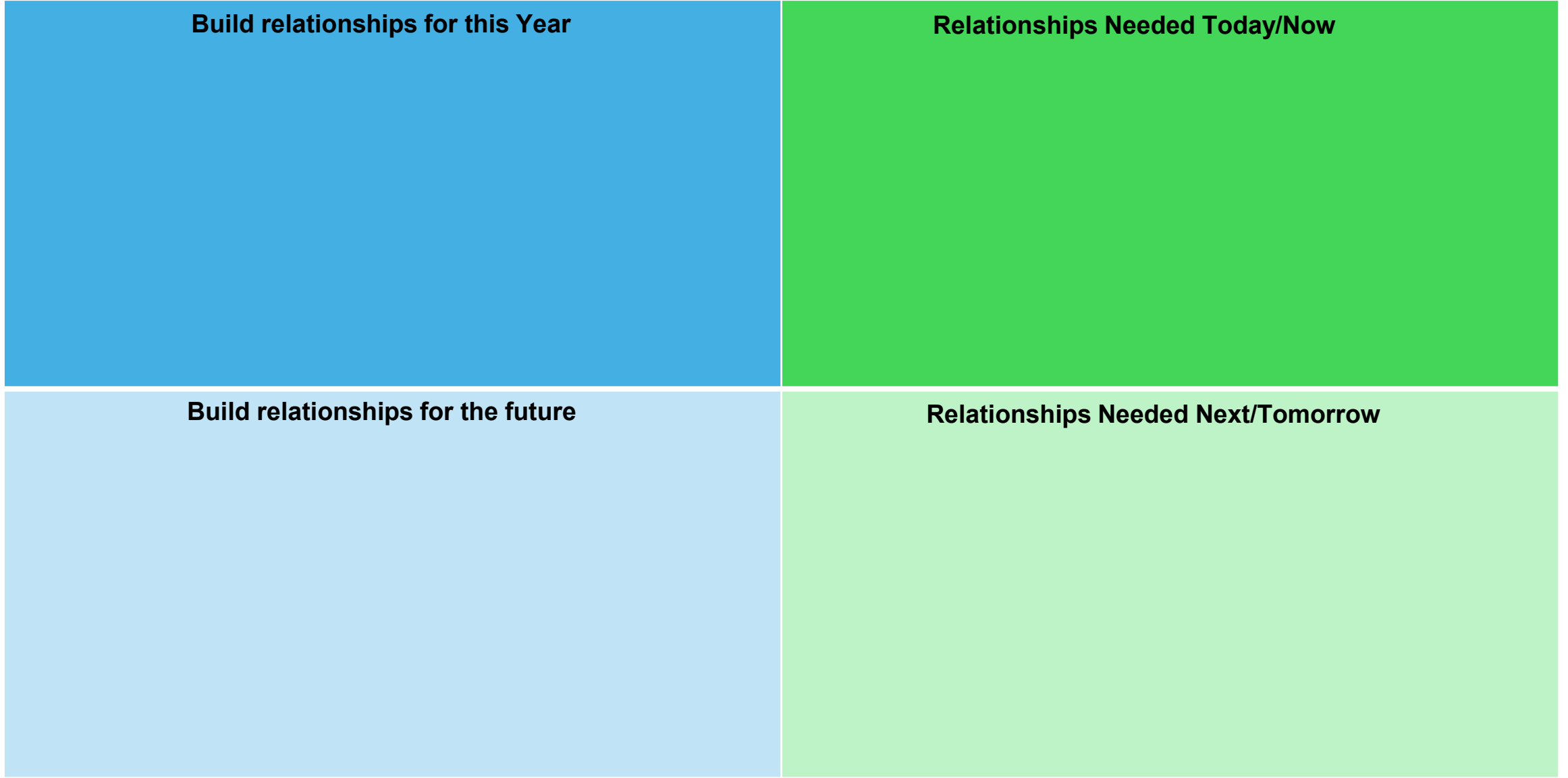
Relationships Needed Next/Tomorrow

Low

I am impacted by their work

High

I can impact or influence their work





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Benefits of Proactive Engagement

Identity vs Motivation

Upstream Integration vs Last Minute Bolt On

Relationships are a “Risk Prevention Tool”

Pre-wire tough conversations before they become escalations

Create “call me early” trust

Build Top-of-Mind Awareness

Avoid pitfalls by understanding business direction

Get involved early

Avoid the last minute “No”

Embed food safety upstream



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