



SEF-W 3hr
Learning Objectives

SEF-W OUTLINE

The Frontline Workers Stage 3 (3 hour) SEF-W program is incorporated when the client organization is implementing Stage 2 Champions program and replaces the 8 hour SEF-W program.

The workforce is introduced to the GCLSE Core Concept leadership system through the 6 User Cards and simultaneously apply the Core Concepts using shared examples throughout.

This methodology provides workers with familiarity to the Core Concepts that enables more effective uptake during the Stage 2 Champions program.

The Core Concepts are intended to be the “rally point” for all levels within the organization.

LEARNING OBJECTIVES

Establish the opportunity for Frontline Workers to:

- Recognize / reinforce they are leaders.
- Discover dimensional aspects of leadership and management principles previously unknown.
- Establish familiarity with GCLSE Core Concepts to improve application during the Champions Stage 2 program by:
 - Understanding what their own leaders have learned in SEF-L or SEFSAM programs.
 - Connecting with the terms their leaders have been using.
 - Establishing common language and approaches to performance management within work teams.
 - Learning from fellow leaders by sharing performance challenges experienced.
 - Creating confidence to apply the Core Concepts – everyone is involved.
 - Inspiring workers to seek out further personal leadership growth opportunities by engaging in the Champions Program.

SEF-W PROGRAM AGENDA

Safety Excellence for Workers | 3hr

CORE CONCEPTS

CORE CONCEPT 1

Can/Can't - Will/Won't Model

CORE CONCEPT 2

CEFA (Clear Expectation, Feedback, Accountability)

CORE CONCEPT 3

Errors, Erosions, & Violations

CORE CONCEPT 4

Feedback on Performance Issues

CORE CONCEPT 5

Pre-Job Planning & Work Execution

CORE CONCEPT 6

Open Ended-Questions (Worksite Engagements)

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