

SAFETY EXCELLENCE

Development Programs



Development Programs

THREE STEP Safety Excellence development process:

STEP 1: CHOOSE YOUR SAFETY EXCELLENCE PROGRAM

- SEF-E Safety Excellence for Executives
- SEFSAM Safety Excellence for Supervisors and Managers
- SEF-L Safety Excellence for Leaders
- SEF-W Safety Excellence for Workers

EDITING OPTIONS: Off-The-Shelf Materials OR Customized Branded Materials for Your Organization (Requires 8 Weeks to Prepare)

STEP 2: APPLICATION AND SUSTAINMENT - CHAMPIONS

Champions, GCLSE's proven application and sustainment coaching, is offered:

- In Classroom, plus office, plus the worksite
- No Classroom - in the office and the worksite

*OPTIONS: Enhanced 3 day Champions classroom training for key contributors of your supervisor, front line leader and manager pool
WITH or WITHOUT application and sustainment support*

STEP 3: WORKER PROGRAM

Safety Excellence for Workers:

- External Delivery: GCLSE facilitator - 8hr sessions of 25 participants
- External Delivery: GCLSE coaches your leaders with a 2.5hr session x2/day of 25 participants, delivered to your team

STEP 1: SAFETY EXCELLENCE CLASSROOM PROGRAMS

SEF-E | Safety Excellence for Executives

- 2-3 hours in person

All SEFSAM modules in a condensed format of critical module fundamentals are provided to ensure a high-level understanding of the overall and individual module objectives of our Safety Excellence programming.

SEFSAM | Safety Excellence for Supervisors and Managers

- Three consecutive days 8am-5pm = 24 total hours of training - 2 facilitators delivery, 25 participants maximum/session
- Five consecutive days 10am-3pm = 24 total hours of training - 1 facilitator delivery, 12 participants maximum/session

Exploring 18 Safety Excellence modules, participation ensures alignment to corporate and governmental Health, Safety and Environment requirements. The gold standard in Safety Leadership training for 24+ years, supervisors and managers receive world class information and instruction with our team of subject matter experts.

Topics include: culture understanding, motivation, behaviour challenges through non-performance, effective feedback, proactive initiatives and reporting plus hazard recognition, risk management and safety competency as it relates to effective pre-job planning and work execution, making impacts with the various generations, and how to effectively engage workforces so they "want to change".

SEF-L | Safety Excellence for Leaders

- Two consecutive days 8am-5pm = 16 total hours of training - 2 facilitators delivery, 25 participants maximum/session
- Four consecutive days 11am-3pm = 16 total hours of training - 1 facilitator delivery, 12 participants maximum/session

Safety Leaders explore 13 Safety Excellence modules and participation ensures alignment to corporate and governmental Health, Safety and Environment requirements. SEFSAM and SEF-L have been regarded as the gold standard in Safety Leadership development training for 24+ years. SEF-L ensures leaders receive the foundation material of our SEFSAM program - only the absolute core materials are discussed during SEF-L emphasizing how leaders must work collaboratively as a team to ensure success within both the business and safety culture.

SEF-W | Safety Excellence for Workers

- External Delivery: GCLSE facilitator - 8hr sessions of 25 participants
- External Delivery: GCLSE coaches your leaders with a 2.5hr session x2/day of 25 participants, delivered to your team

Workers are the foundational layer of every organization, workforce performance most impacts safety results and culture. SEF-W aligns the workforce to the goals of the Supervisors, Managers and Leaders through Safety Excellence knowledge and application. The SEF-W program provides the CORE Concepts of the Safety Excellence program:

Core Concept 1 - Can/Can't - Will/Won't

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 (Engagements)

STEP 2: APPLYING AND SUSTAINING SEFSAM

Champions | Application and Sustainment Coaching

*Safety Excellence learnings from SEFSAM and SEF-L must be behaviourally adopted in your work sites...
We call this creating Champions on your team!*

Years of hearing how SEFSAM and SEF-L have changed organizational culture, combined with research of our internal data to identify trends from tens of thousands of coaching conversations and feedback forms, provided six points which stood out above all else:

1. An easily understood model which differentiates between competency (Can/Can't) and motivation (Will/Won't)
2. Strategic understanding on what performers need for success from leaders:
 - a. Clear Expectation
 - b. Feedback (two ways and valuable)
 - c. Accountability (effectively reward positive behaviour and effectively consequence negative behaviour)
3. Understanding the three categories of non-performance:
 - a. Errors 20%
 - b. Erosions 75%
 - c. Violations 5%
4. How to deliver effective and meaningful accountability feedback to a group
5. The new quick reference tool to assist effective decisions:
 - a. Before a job/task - hazard recognition and risk management
 - b. During a job/task - in the moment adjustments from scope creep and condition changes
 - c. After a job/task - looking back to ensure proactive learnings are brought forward
6. How to effectively engage the workforce
 - a. Effective and respectful Open-Ended Questioning techniques
 - i. Learnings from the workforce to ensure valuable and embraced changes

The resultant categories from our users made it easy to design and provide a program which would meet and exceed their needs, we call the result **CHAMPIONS!**

CHAMPIONS is a true application and sustainment program designed from the needs of our tens of thousands of users allowing for easy adoptable behaviour change for the entire workforce. Champions is unique in deployment as it joins the expectations of managers and supervisors to front line leaders and the workforce that has the greatest ability to provide behaviour changes which improve the overall health, safety, environment and business culture we seek to improve.

STEP 2: APPLYING AND SUSTAINING SEFSAM

Champions | Application and Sustainment Coaching

How Champions works...!

Choose your option when bringing CHAMPIONS into your organization to improve safety & business culture through the Application & Sustainment of our Safety Excellence Core Concepts©

- *Enhanced 3 day CHAMPIONS classroom sessions **without** or **with** our coaches assisting with the application & sustainment in the office or worksite.*

Clients choose internal participants whom they believe have an ability to effectively coach and mentor their performers with GCLSE's Safety Excellence Application & Sustainment materials.

- *The usual recommendation of GCLSE is 20% of the total trained in SEFSAM or SEF-L should be trained to ensure effective Application & Sustainment of the client participants*
- *Think of it as our materials with your people!*

Enhanced Champions 3 day classroom training **without** worksite application and sustainment support:

Champions Classroom Program - 16 Modules

How to apply and sustain all 6 GCLSE Core Concepts plus an opening and conclusion designed to ensure your team CAN and WILL adopt our Safety Excellence foundations.

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)

Enhanced Champions 3 day classroom training **with** worksite application and sustainment support:

Champions Classroom Modules + Worksite Training

- ***Everything stays the same as identified above for modules and technical merits and GCLSE provides a developer to work with each internal client Champions to ensure a full integration and adoption of the CORE CONCEPTS to the user and the client workforces***
- *This approach ensures the classroom teachings are being effectively utilized through our quality assurance process*
 - *Our developers spend approximately 90 mins, twice/month, for 6 months during the Champion with worksite application and sustainment program*
 - *Our developers regularly work a week on - week off with their participants and usually work with 60 people at a time*

STEP 3: SAFETY EXCELLENCE FOR WORKERS

SEF-W | Safety Excellence for Workers

GCLSE continues to assist clients with our Safety Excellence programs for the workforce - SEF-W

Workers are the foundational layer of every organization, what the workforce performs to most impacts safety results and culture.

The SEF-W program aligns the workforce to the goals of the Supervisors, Managers and Leaders through Safety Excellence knowledge and application. Think of this as grounding and aligning the entire workforce to one set of expectations.

Choosing GCLSE to deliver the SEF-W program to your workforce allows the safety excellence materials to align the foundational layer in any organization... the worker level.

The SEF-W program provides the CORE Concepts of the Safety Excellence program

Core Concept 1 - Can/Can't - Will/Won't Model

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SECMA - SAFETY EXCELLENCE CULTURE MATURITY ASSESSMENT

Our team has been identified as exceptional at on-site behavioural assessments. Providing our clients a true snapshot of what is occurring behaviourally... and most importantly... why!

We link the behavioural assessment learning back to the core fundamental material of our Safety Excellence programs, allowing each client to see where the organization's strengths and opportunities really are! This clarity in assessment of strengths and opportunities supports that proper things are activated to ensure success.

Performing large corporate assessments (or small team assessments) all over the world with some of the most interesting team makeups, our goal is always the same... an unbiased and accurate assessment for client leaders to utilize for effective change.

Not surprisingly the need to ensure safe behaviours for success is the same from the outreaches of an LNG project in Papua New Guinea, the desert industrial sands of Qatar, the great challenges of operating in Alaska, the North Sea, the diversity of West Africa and North America.

GCLSE is recognized as a leader in delivering exceptional behavioural results that translate into exceptional culture!

SEFSAM MODULES

Leadership and Safety Culture Introduction
Safety Leadership Essentials
Principles of Motivation
Communication
Understanding Non-Performance
Feedback on Performance Issues

WIN Feedback in the Moment
Proactive Reporting
Hazard Recognition
Risk Management
Workforce Competency
Pre-Job Planning and Work Execution

New, Young and Next Generation Workers
Making an Impact
Personal Performance Indicators
Worksite Engagements
Off The Job Safety
C2A - Commitment to Action

SEF-L MODULES

Leadership and Safety Culture Introduction
Safety Leadership Essentials
Principles of Motivation
Communication
Understanding Non-Performance
Feedback on Performance Issues

WIN Feedback in the Moment
Proactive Reporting
Workforce Competency
Pre-Job Planning and Work Execution
Worksite Engagements
Off The Job Safety
C2A - Commitment to Action

SEF-W MODULES

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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