



GLOBAL CENTRE_{for}
LEADERSHIP & SAFETY EXCELLENCE

SAFETY EXCELLENCE

Development Programs



Development Programs

THREE STEP Safety Excellence Development Process:

STEP 1: SEFSAM

Leader Organizational Alignment

Objectives:

1. Foundational alignment of SEFSAM methodologies, terminologies and Core Concepts
2. Self-awareness of “what is being done,” “what is not being done,” and “what needs to be done.”

STEP 2: CHAMPIONS

Organizational Application and Sustainment

Objectives:

1. Two-day classroom revisit of the goals of application and sustainment through an application lens.
2. Champions are then coached at multiple touch points to ensure behavioral adoption in themselves and others!

STEP 3: SEF-W

Worker Organizational Alignment

Objectives:

1. One-day classroom SEF-W aligns the workforce to the SEFSAM methodologies, terminologies and Core Concepts.
2. All organizational performers then have the same objectives for behavioral adoption and improvements.

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

This transformative 3 day program ties together the necessary components of safety leadership into the operations and business scopes, and allows supervisors and managers to implement the SEFSAM objectives.

- The gold standard in safety excellence leadership programming for 30 years.
- Hundred of thousands of participants across multiple industries... Around the world!
- 18 modules: designed to stimulate and align organizational expectations and objectives.
- Highly engaging program delivery from our team ensures a valuable experience and investment.
- Off-the-shelf or customized versions are available.
- We come to you and your operations centres to ensure cost effectiveness.
- We also offer a 2 day SEF-L (Leaders) and a half day SEF-E (Executives)

Topics include: Leadership and Culture, Understanding Motivation, Tolerated Non-Performance, Effective Feedback and Communication, Proactive Hazard and Risk Management Principles, Effective Workforce Engagement through Meaningful Accountability and Engagements, and more.

The SEFSAM program continues to evolve as workforce culture and expectations have evolved. Ultimately ensuring we assist leaders through effective self awareness and management to change themselves first and others through “want to” adoptions.

SEF-L | Safety Excellence for Leaders

- *Two consecutive days 8 AM - 5 PM = 16 total hours of training - 2 facilitators delivery, 25 participants maximum/session*
- *Four consecutive days 11 AM - 3 PM = 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 30 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.

STEP 2: APPLYING AND SUSTAINING SEFSAM

Champions | Application and Sustainment Coaching

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

2 day classroom program followed by 3-4 months of onsite adoption and sustainment coaching.

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 behavior and effectively consequence negative behavior)
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 behavior 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 behavior changes which improve the overall health, safety, environment and business culture we seek to improve.

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. SEF-W is designed for general workforce introduction to the GCLSE Core Concept leadership system, providing workers with a foundation which aligns widespread cultural and behavioral change and integration into operations.

- SEF-W is offered as an 8 hour program.
- GCLSE's 6 Core Concepts are introduced so content may be applied throughout the entire workforce.
- By taking this program, workers understand what their leaders have learned in SEF-L or SEFSAM.
- Connecting with the terms and concepts their leaders have learned and have been implementing establishes common language and approaches to performance management.
- Highly engaging program delivery from our team ensures a valuable experience and investment.
- We come to you and your operations centres to ensure cost effectiveness.

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

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)

SECMA - SAFETY EXCELLENCE CULTURE MATURITY ASSESSMENT

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

We link the behavioral 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 behaviors 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 behavioral results that translate into exceptional culture!

STEP 1

SEFSAM MODULES

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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
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

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STEP 3 | 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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