



Improve Safety Culture

Lower Incidents

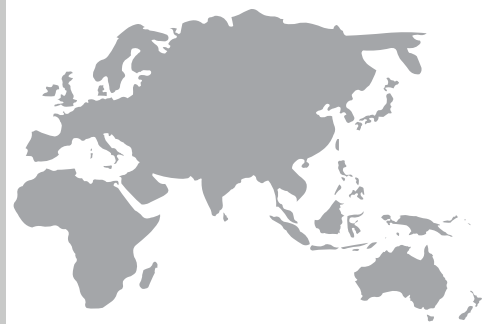
# *Safety Leadership* TRAINING





We understand the complexities of today's business environment and work to develop common sense solutions which provide immediate results. Our products and services provide clients with tools they need to turn safety programs into safe work. The benefits of our approach go far beyond reducing injuries and provide a platform for operational excellence.

Our unwavering commitment to customer satisfaction and 40 years experience with many of industries finest companies have produced best in class performance time and again. SRI's clients know they can count on us for innovative, yet proven, solutions and lasting results.



40 years experience  
550+ facilities worldwide  
0.41 average recordable rate of clients  
50,000+ people trained in our seminars



## THE IMPORTANCE OF TRAINING

Informed, knowledgeable people are the most important resource of any effective organization. Continued safety excellence requires each manager, supervisor and employee to understand and execute their role in safety and health systems. At SRI we have spent more than 40 years helping organizations gain the knowledge and skills they need to improve performance and culture.

## SRI TRAINERS

SRI's staff of trainers bring to each project a team of experts dedicated to ensuring each client achieves it's desire for safety excellence. Our staff has varied expertise in safety management, organizational effectiveness, training, adult education, operations and engineering. Their combination of experience and expertise along with our total commitment to customer satisfaction ensures your session will be a success.

We limit the number of participants in each class to ensure an insightful training experience for every individual. Dynamic knowledgeable instructors and multimedia training tools provide a fast-paced fun and exciting learning experience where participation is encouraged.

Air Products & Chemicals  
Air Liquide  
Albermarle  
American Re-Fuels  
BASF  
Bayer  
BP Amoco  
Champion Technologies  
Chevron Phillips  
Chevron Texaco  
Clariant  
Conoco Phillips  
Degussa Huls  
Duke Energy  
Ethyl  
GenCorp  
Goodyear Tire and Rubber  
Hess Oil  
Honeywell  
Hughes Christensen  
Huntsman Chemical  
Kronos  
Marathon Petroleum  
Motiva  
Murphy Oil  
National Steel  
North America Pipe  
Nova Chemical  
Olin  
Omnova Solutions  
Phillips 66  
Schenectady International  
Shell  
Texaco  
United Space Alliance

# Executive Workshop

“Safety Leadership Training for Executive Management” is an eight hour workshop designed to share the best practices, systems and strategies used by Best-In-Class organizations to achieve and then maintain safety excellence. The workshop focuses on the critical role of executive leadership in developing a culture where safety is an equal and integral part of every decision and task.

Leveraging SRI’s 40 plus year experience in working with best in class organizations, this workshop provides executives greater knowledge regarding the tested and proven techniques and technology which ensures significant improvement in safety performance.



## **SESSION 1: Foundations of Safety Excellence**

This session explores the foundational concepts upon which world class safety performance is built. Topics include:

- The business imperative of safety excellence
- Key principles and beliefs
- Risk tolerance
- Approach to compliance

## **Session 2: Defining Issues and Path Forward**

In this session participants will be asked to complete two drills. The first drill, “Why Not Zero”, is used to define the issues inhibiting safety excellence. The second drill, “Big Rocks”, focuses on the critical actions which must be undertaken to create and sustain continuous improvement.

## **Session 3: The Obligations of Leadership**

This session reviews the critical activities executive leadership must execute to establish a culture of safety excellence. Topics include:

- Creating a clear vision of the Future State
- Aligning the organization
- Strategic Planning and the Goals Process
- Communicating commitment
- Coaching and Mentoring

## **Session 4: Exactly**

This session focuses on the developing the techniques and systems which develop ownership and accountability. Topics include:

- Roles and Responsibilities
- Performance Management and Remuneration
- Who owns What?
- Mandatory participation
- Meaningful involvement
- The use of incentives

## **Session 5: Elements of a World Class Process**

This session reviews the requisite components of a Best-in-Class Safety Management System. We will review:

- Necessary competencies for Managers, Supervisors, Support Personnel and Employees
- Sequential Meetings and Safety Committees
- Requisite policies, procedures and systems
- Necessary prevention activities
- Meaningful involvement

## **Session 6: The Harvesting**

Measuring the program things and harvesting results is critically important to transforming the organization. Session 6 delves into the essential aspect of measurement and continuous improvement. Topics include:

- Measuring activities, systems and results
- Asking the right questions
- The Executive Field Visit
- Creating a learning organization
- Leveraging safety to improve other processes



# Operations Managers Workshop

## SESSION 1: Principles of Safety Excellence

This session reviews the foundation concepts adopted by best in class performers used to drive safety improvement. The business and moral imperative for safety are also discussed.

## SESSION 2: Management Leadership

Session 2 reviews the role of managers in both managing and leading a successful safety effort. Management's role in planning, goals and objectives, mentoring, auditing and measuring are reviewed in detail as is their critical role in creating conditions for success.

## SESSION 3: Roles, Responsibility and Accountability

The fundamental principles of line management's ownership of the safety effort is reviewed as is the importance and effective techniques of achieving 100% participation in your safety effort. Session 3 also explores the proper role of EH&S personnel and the importance of defining specific detailed roles and responsibilities for all personnel. Using these roles and responsibilities to evaluate performance concludes this session.

## SESSION 4: Developing Personal Accountability

The active involvement and commitment of all personnel is a requirement for safety excellence. The session reviews SRI's approach in creating a conscious and deliberate approach to work and the formula used to ensure safe work behaviors are routinely executed. This session is also used to review how an organization develops and maintains the safety skills necessary to ensure zero accidents.

## SESSION 5: Elements of a Complete Process

Session 5 reviews the core elements of a comprehensive approach to safety management. Participants learn the reason and purpose for each element as well as how each component should be implemented and managed. Information regarding best practices in prevention activities identified in SRI Benchmarking Study 2004 is shared.

## SESSION 6: Process Organization and Communication

The essential structure and dedicated resources required in a comprehensive safety process is explored. Use of SRI's Sequential Safety Meeting System as the primary vehicle to manage the process is reviewed. Sessions 6 also reviews the effective use of Safety Committees.

## SESSION 7: Incident Investigation

Learning from errors and eliminating the factors which produced them is a core competency of best in class performers. Session 7 reviews effective techniques of incident investigation which go beyond discovery of immediate causes to identify the process errors and failures which produced the incident. The session also covers effective techniques in managing the effects of significant incidents.

## SESSION 8: Process Evaluation and Improvement

Session 8 trains managers how to conduct effective audits of their safety effort. The effective metrics and proper measurement techniques are also reviewed. Session 8 concludes with insights of how to leverage safety efforts into comprehensive cultural and organizational improvement.



"Safety Leadership Training for Managers" is SRI's 12 hour seminar for business unit and facility managers. This seminar has been attended by more than 4,000 facility and corporate leaders representing 40 different Fortune 500 Companies. SRI's experience with numerous best in class performers has made this training a fundamental can't miss experience for any manager who deserves to learn the operational aspects of safety excellence. The training focuses on the philosophy, tools, skills and techniques necessary to achieve and maintain world class safety excellence.



# Supervisors 12 Hour Workshop

The role of line supervision has substantially evolved over the last twenty-five years. Today, the effective line supervisor must be equipped with skills and knowledge different than of the 70's and 80's. Now, the supervisor must facilitate safety excellence and ensure all team members are actively involved in their own safety and in promoting the safety of others. "Safety Excellence for Line Supervisors" provides each participant with the fundamental skills necessary to effectively manage safety at the team level. This highly interactive and entertaining eight hour seminar provides line supervisors with the insights and capabilities needed to ensure all team members contribute to an incident-free workplace.

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## SESSION 1: The Principles of Safety Excellence

This module reviews the philosophies of safety excellence and how they effect safety performance.

## SESSION 2: Management Leadership

Line management for any safety effort is absolutely critical for success. This element details the role of line supervisors in managing and leading a safety effort.

## SESSION 3: Safety Responsibility

The legal, moral and economic benefits of sound safety management are reviewed. Safety as an equal and integral part of every supervisors job is discussed in detail.

## SESSION 4: Safe Work Conditions

The tools and activities used by supervisors and employees to increase hazard recognition skills and ensure safety work conditions are reviewed.

## SESSION 5: Personal Accountability

The basic formula for developing safe behaviors in a comprehensive system are explored. The role of supervisors in maintaining and developing personal accountability is reviewed as is the use of positive discipline to develop safe behaviors.

## SESSION 6: Developing Safe Behaviors

Session 6 reviews various prevention activities used to develop safe behaviors. Effective techniques of safety training, job analysis task observation and safety coaching are reviewed as techniques to maximize involvement and improve hazard recognition skills.

## SESSION 7: Safety Meetings

Sound safety management requires a forum for the review and analysis of safety data and for the planning of future prevention activities. SRI's Sequential Safety Meeting System is reviewed as are the tools and techniques for conducting an effective safety meeting.

## SESSION 8: Incident Investigation

Supervisors learn about the fundamentals of sound incident investigation and how to develop lasting corrective action plans. SRI's Process Failure Theory of Investigation is reviewed to help line supervisors develop better root cause analysis and problem solving skills.

## SESSION 9: Process Evaluation and Improvement

Safety excellence is predicated upon the fact that each work team can use safety process data to identify negative trends and then develop and execute safety process activities which diminish or eliminate these trends. Activities which make safety improvement a continuous process are reviewed in this session.



# Fundamentals of Safety Excellence

## SESSION 1: General Principles of Safety Management

The introductory session is used to acquaint participants with the concepts and theories upon which safety excellence is built. This session also serves to provide understanding as to the moral and business importance of a safe work environment.

## SESSION 2: The Supervisor's Role

Session 2 teaches participants about the vital role of line supervisors in creating a safety culture and facilitating the safety effort of their work group. Supervisory legal responsibilities and accountabilities are also reviewed.

## SESSION 3: Safe Work Conditions

Improving hazard recognition skills, the elimination of unsafe conditions and improving employee trust and buy in are the major topics in Session 3. Supervisors will learn how to conduct and facilitate safety inspections, how to communicate corrective actions and how to build the hazard recognition skills of each work group member.

## SESSION 4: Task Analysis

Using SRI's proven approach to Job Safety Analysis, participants will learn how to define the job steps, associated hazards and corresponding corrective actions necessary to ensure each job/task completed by their work group can be accomplished in a safe and timely manner.

## SESSION 5: Coaching for Safety

The regular and timely reminders given by supervisors can often make the difference between a job safely done and employee injury. Participants will learn several effective safety coaching techniques that have been proven effective in our over 500 clients world-wide.

## SESSION 6: Safety Meetings

Session 6 teaches supervisors how to conduct effective safety meetings which are used to review the group's current effort, to train when necessary and to plan future prevention activities. Participants will learn how to set an effective agenda and run an orderly meeting which maximizes employee involvement.

## SESSION 7: Incident Investigation

This module reviews the fundamental steps of conducting an investigation and how the organization can use these investigations as a learning experience. SRI's 10 Basic Steps of Incident Investigation are taught and participants are introduced to fundamental investigation techniques including the 5 Why Method.



This eight hour seminar provides supervisors with the basic knowledge and skills necessary to execute fundamental safety programming. The course is designed to teach the foundational concepts of safety management and to develop proficiency in tested and proven accident prevention activities. The Fundamentals of Safety Leadership is the perfect course for new supervisors or for organizations that are just beginning the journey toward safety excellence.



## CUSTOMIZATION

SRI clients vary from best in class performers to those who are just beginning the journey toward safety excellence. Each client has its own specific requirements. To ensure your training provides maximum impact, SRI can customize our seminars to your company, safety maturity level and organizational needs.

## OTHER GROUPS

SRI has a vast experience training in all types of work environments. At SRI, we have specific training programs for:

- Self-directed Work Teams
- Office Personnel
- Sales Personnel
- Engineering / Project Managers
- Research and Development Personnel
- Logistics Personnel

Call 936-588-1693 or visit [www.thesrigroup.com](http://www.thesrigroup.com) to learn more about Safety Leadership Training!

## ADDITIONAL SERVICES

### The Structured Safety Process™ (SSP)

The Structured Safety Process™ is a comprehensive systems-based improvement initiative which has produced unrivaled results for more than 40 years.

### Complete Behavioral Safety Process™ (CBSP)

The Complete Behavioral Safety Process is SRI's multifaceted approach to behavioral safety. CBSP addresses all of the factors which affect safe work performance.

### Accident Projection Techniques™ (APTs)

APTs is an employee-based observation process which increases awareness, improves hazard recognition skills and enhances personal accountability.

### TIPPS II Software

TIPPS II is a web-based observation and event-tracking software that provides the forum to maximize behavioral safety data and improve prevention planning.

### SSP Digital Training Series

SRI's proven training seminars have been crafted into a unique interactive online training series. Check out the demo today!

### Auditing and Assessments

With over 40 years experience, SRI's consultants can help your organization evaluate the current status of your safety effort and develop strategies for improvement.

### VPP Assistance

36 of SRI's clients have achieved VPP Star Status. We can help you prepare to join the ranks of these top performers.



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