



SafeThinkTM
Zero Illness and Injury

***Zero
Illness
and Injury***



HDC: FOUNDER OF



SafeThink™
Zero Illness and Injury

In successful companies, human resource, management, and supervisory roles focus on continued learning and development to secure the future of their organizations.

It is imperative that new and existing employees at all levels feel a sense of ownership, security, and commitment. For this to happen, companies must continue to focus on the education, training, and general wellbeing of each and every employee.

Over the past 20 years HDC has worked with local, national, and international clients to identify and develop customized training programs that work with various learning styles and company cultures and, most importantly deliver, programs that get results and increase performance.

As a forward thinking company, HDC continues to use field testing, pilots, and industry feedback to develop, test, and re-test programs like SafeThink™ to ensure that all of the critical elements have been met.

"Many jobs are easy to do; the hard work begins when you want quality."

Gordon Shand President HDC

Training of any kind is only useful if organizations and audiences see value. Training must be relevant, practical, and engaging.

The SafeThink™ strategy was developed from over 20 years of doing one thing and doing it well: asking the right questions. That is why HDC has continued to receive the support and applause of industry leaders.

"HDC designed and developed the competency-based training program for our pipeline control center operators. During the development, HDC provided leadership to identify issues critical to the safe and effective operation of our business. The training manuals were thorough and easy to learn from. The written procedures were practical and focused on safety and effective job performance."

**Roger Breski, Risk Management in Safety, Health & Environment
Imperial Oil Limited**

Contact Information

Please contact us if you have any questions, would like to discuss our programs, services or events.

www.hdc.ca





EVERYBODY WINS WITH SAFETY

World-class companies adopt safety as a core value and demonstrate this value through actively caring for their employees. These companies have a clear culture that is shared by everyone, from the CEO to the most junior staff member. Safety is not viewed as an expense but as an opportunity to achieve superior business performance. Not surprisingly, good safety also drives good business outcomes.

Continuous safety improvement is an ongoing process requiring perseverance, commitment, and action from people throughout the organization. The vision is a workplace that is free of incidents and injuries, where health and safety policies are integrated into the business processes.

“The achievements of an organization are the results of the combined effort of each individual.”

Vince Lombardi –

Ultimately, there is little compromise between safety and performance. Improvement in safety performance impacts a company's culture, and the attitudes and behaviour of its people. The outcome is a shared sense of trust, cooperation, loyalty, and commitment. Morale is lifted, and so is safety and performance. How can your organization obtain this desirable outcome?

HDC, has worked with industry to come up with a comprehensive and, most importantly, realistic safety strategy that actually helps people **identify and predict** hazardous situations to prevent injuries.



AN INTRODUCTION TO



SafeThink™
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Good Safety training is not a brochure, piece of paper, lecture, or textbook. It promotes a way of thinking, a culture!

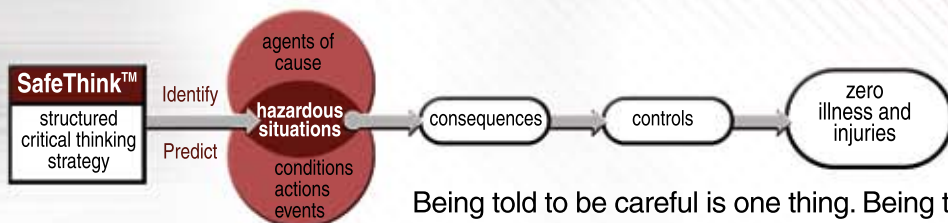
SafeThink™ is a competency based program that trains workers to use an innovative, structured, critical thinking strategy to identify and predict hazardous situations at work, at home, at play, at school, while driving. The structured critical thinking strategy requires workers to continually ask themselves a series of questions to determine if conditions, actions, or events could lead to or create a hazardous situation. This program also provides knowledge about agents of cause and controls to help participants apply the strategy effectively. We know that most injuries are caused by six types of hazard:

- Does the work involve hazardous material?
- Does the work involve objects, motion, or force that could cause harm?

- Does the work involve non-ambient conditions that could cause harm?
- Is current or static electricity a factor in doing the work?
- Is radiation present when doing the work?
- Could changes lead to or create a hazardous situation?

To keep yourself and others from harm, you need:

- Knowledge about agents of cause and the conditions, actions, and events that create hazardous situations.
- A structured critical thinking strategy to apply your knowledge to identify and predict hazardous situations...see below



Being told to be careful is one thing. Being taught *how to be careful* is another! SafeThink™ contributes to a safer, more productive, workplace.

HOW WE DELIVER



Training that gets results!

Who do you want training your employees? A good talker, or someone who's trained to listen and capable of helping people learn?

At HDC, we believe the quality of the trainer and delivery methods are essential to your success and ours.

Our trainers are educators and teachers familiar with different delivery methods and learning styles. With an average tenure of 15 years our instructors have shown a determination and true devotion to the art of effective training. It's not a job for our educators. It's a privilege for them to help your people and your companies become safer, more productive places of work.

SafeThink™ is a time spaced learning methodology which allows you to practise between sessions so that these principles become part of your skill set.

Roughly 80 % of this program is hands on where participants apply the strategy to their jobs and workplaces.

SafeThink™ has eight parts, roughly two hours each. The first part is an overview to prepare participants for learning. We know through research that if we develop a framework in advance that long-term retention can increase by as much as 25%.

The next six parts address the categories of hazard and controls. It's developmental. Each part of the strategy is learned one at a time. Part eight gives participants the opportunity to apply the whole strategy. Part eight also addresses controls that are more at a systems level. In this part participants must demonstrate they have learned the strategy to receive their certification.

By focusing on rigorous application and practice, participants truly internalize the strategy allowing them to use it on the fly, all day everyday!

85% of the participants from different industries said they would feel significantly or a major degree safer if their co-workers or peers learned the strategy!



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COACH-THE-COACH

The Coach-the-Coach training program allows your company to deliver SafeThink™ when you need it, where you need it!

Times are busy and schedules are tight. Some training companies demand that you drop everything to fit their trainer's schedule. At SafeThink™ we believe that great results only come from solid training delivered at the right time!

Coach-the-Coach allows your internal people to set the schedule best suited to your organization. They can deliver SafeThink™ to ensure all staff, new and experienced, have received key training to be more productive, healthier, and safer in the workplace.

Coach-the-Coach uses a variety of different training techniques to ensure solid results. Group work, open discussion, and video-taped sessions are a few of the methods used to help your people become excellent facilitators of SafeThink™.

The easy-to-use Coach's Manual presents step-by-step instructions so that team leaders, supervisors, safety specialists, and human resource personnel can easily facilitate and evaluate SafeThink™ participants today and tomorrow!

SafeThink™ instructors will not only work with your company to identify suitable coaches, they will also help them implement the program to ensure success.

Working together, SafeThink™ provides employers and employees with the tools to be an effective team with common goals and direction.



BENEFITS AND GOALS OF



SafeThink™
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- used “on the fly”
- used continually
- useful for identifying hazardous situations created by change
- used in unfamiliar work conditions
- reduces overlooking hazardous situations
- improves monitoring of contractors
- improves communication
- useful when working alone and with others
- reduces stress
- gives workers more control over their own health and safety
- useful when tired, complacent, distracted, emotionally upset, rushed, or over-confident
- contributes to group collaboration, teamwork, and cohesion
- fosters a personal commitment to safety
- complements existing health and safety initiatives
- contributes to a safer workplace
- contributes to achieving corporate H&S goals

WHO'S RESPONSIBLE?

- **You**
- Your peers
- Safety managers
- EH&S managers
- Labor representatives
 - Safety coordinators
 - Plant/Site managers
 - HR managers
 - Anyone involved or interested in safety awareness
- Anyone who is interested in establishing a safe culture, not just rules
- Business owners
- Industrial Arts instructors
- CEOs
- Presidents
- Team leaders
- Supervisors



Organizations are responsible for ensuring a safe workplace. Workers are responsible for working safely all day every day. SafeThink™ helps organizations and their employees prevent illness and injury.

Use SafeThink™ to improve safety, improve job performance.

“People learn by remembering :

20% of what is said

30% of what they hear

40% of what they see

50% of what they say

60% of what they do

90% of what they see, hear, say and do”

Henry Ford –

The SafeThink™ strategy delivers because at HDC we focus on your learning not just your training!



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TRAINING THAT GETS RESULTS!

Contact Information

Please contact us if you have any questions, or would like to discuss our programs, services, or events.

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