

PROGRAM: Continuous Resource Optimisation (C.R.O)

Overview

The course comprises of two (02) major components. The first component is the understanding of one's mindset and encourage Growth Mindset towards Life-Long-Learning (Continuous Improvement). The modules encompass the understanding of 4 renown Psychological Models. The models allow the individual to reflect on own strength and weakness as a resource to embark on initiatives to optimise efforts towards Personal and Professional Development, independently.

The second component is focused on application of cognisant skillsets as identified in IOGP Papers: 501, 502, 503 and 509 and relevance to the Psychological Models to execute excellence in Health, Safety and Environment (HSE) behavioural practices. Participants will be given insights to all six (6) cognisant skillsets a.k.a Crew Resource Management (CRM) and the application towards excellent HSE leadership and teamwork in High Reliability Organisations (HRO).

By attending this program, you should be able to:

- 1) Understand the importance and application of 4 Psychological Models
- 2) Embrace the importance and commit to Life Long Learning – holistically
- 3) Integrate Work Culture and Safety Culture effectively
- 4) Relate the Psychological Models apply Cognisant Skillsets:
 - a. Situational Awareness
 - b. Decision Making
 - c. Communication
 - d. Team Work
 - e. Leadership
 - f. Performance Shaping Factors
- 5) Apply Effective Decision Making encompassing awareness of:
 - a. Various Thinking Patterns – *Analytical, Conceptual, Behavioral and Autocratic*
 - b. Biases in HSE Culture – *Outcome, Confirmation, Anchoring, Salient and Attribution*
- 6) Lead and manage Generative Safety Culture: integrating Personal and Professional commitment

Lesson Plan

Day 1

Module 1 : Multiple Intelligence – Body, Mind, Soul and Spirit

Module 2 : Maslow Hierachy in Organisations

Module 3 : Hierarchy of Competence – Awareness Before Change

Module 4 : Life - Career Rainbow – Holistic Excellence

Module 5 : Wheel of Life – Embracing Commitment

Day 2

Module 6 : Understanding Your Organisational HSE Culture

Module 7 : Understanding HSE Cognisant Skillsets

Module 8 : Understanding HSE Biases in Self and organisations

Module 9: Experiential Session - Mock UP- Stop Work and Intervention Methodology

Training Format / Mode of Delivery

- Workshop
- Presentation
- Games Simulation
- Experiential Learning in HSE Leadership and Interventions

Target Participants:

Executives, Managers and HSE Practitioners in High Reliability Organisations:

- a. Oil & Gas
- b. Maritime
- c. Military
- d. Aviation
- e. Civil Construction