



A Step-by-Step Approach to Safety Interventions

The Problem: A survey of more than 3,000 employees across industries showed that people speak up in fewer than 2 out of every 5 unsafe actions and conditions that they see on the job.

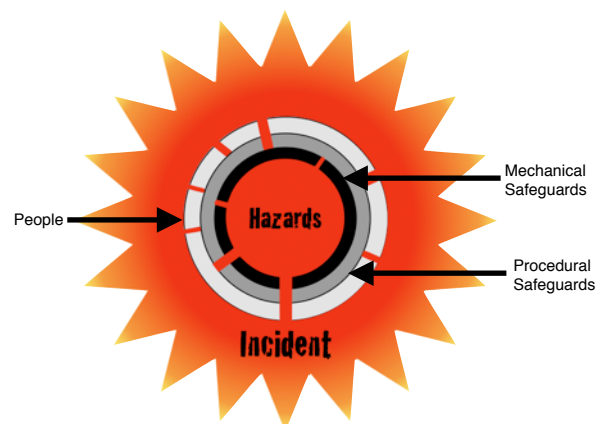
The leading reason given for not speaking up was that employees were not able to intervene effectively.

When employees do speak up, they fail to stop the unsafe act about a quarter of the time, and fail to sustainably change the unsafe behavior more than half of the time.

By enabling employees to intervene *systemically* in unsafe behaviors and conditions, organizations (1) reduce the likelihood of an incident occurring, and (2) improve overall safety management systems.

SafetyCOMPASS™ training is a skills-based approach to developing this critical competency among employees.

Developed out of peer-reviewed and best-practice research, it is a targeted and practical approach to increasing the frequency and effectiveness of safety interventions in the workplace.



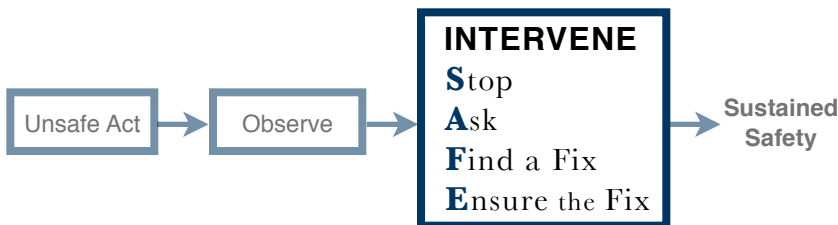


Who should be trained?

The training is designed to impact overall safety performance by enabling all employees to intervene (stop and redirect unsafe behavior) effectively.

Any employee who is in a position to observe unsafe actions and conditions in the workplace should be trained in the SafetyCompass™ skills. Supervisors should be given the complete set of best practices, while non-supervisors should be taught the skills to Stop and Ask (i.e. diagnose).

It is most effective to train whole workgroups, which creates the uniform expectation that all employees, regardless of position, can and should intervene when they see something unsafe.



The Intervention Process

The training breaks intervention into four steps, each with a specific set of skills.

Stop

- Decide what to stop and when to do it.
- Decide how to stop it.
- Make it clear what you are stopping.
- Prevent resistance by breaking the Defensive Cycle

Ask

- Know what to look for to understand why the unsafe action happened.
- Diagnose the underlying causes of the unsafe action.

Find a Fix

- Motivate the right way, but *only* when motivation is the right fix.
- Help the person fix the underlying cause(s) of the unsafe action.

Ensure the Fix

- Address the right problem if the person goes back to the same unsafe behavior.
- Find a fix that works.

Course Details

Supervisors: 1 Day (8 hours)

Non-Supervisors: 1/2 Day (4 hours)

24 Participants per Class

Original Video Examples (*customizable*)

Video Exercises (*customizable*)

Individual, Team & Group Problem Solving Exercises (*customizable*)

Dynamic Role-Play Practice (*customizable*)

Training Resources

Participant Guidebook (100 page workbook and post-training reference)

Post-Training Reference Card

Contract Cards

Free Subscription to the SafetyCompass™ *CoachingLetter* (monthly newsletter)

Delivery Options

RAD Group Trainers

The RAD Group's trainers can deliver the course for all or a portion of your employee population.

Train-the-Trainer

Certify in-house trainers to deliver the course. Certified trainers receive the training suite and a trainer's manual, and are coached by a RAD Group Master Trainer to deliver the course effectively.

About The RAD Group

30+ years resolving human performance issues across industries.

Helping Fortune 100s and 'Mom & Pops.'

Robust Research & Development program ensures effective, leading-edge solutions.