

Adoption Of Re-Designed Pre-Job Brief

Our client launched an ambitious initiative to improve the Pre-Job Briefing form and promote its adoption throughout the organization. Comprehensively addressing this issue required redesigning the pre-job brief forms in collaboration with local input, training employees on the appropriate use of the new form, and providing support to promote its adoption.

Over the course of 4 months, 667 employees received training. More than 35 individual training sessions were held. Surveys and interviews 6 months post-training indicate that the strategic goals of the program were achieved.

One strategic goal was to improve the quality of the completed pre-job brief form. EHS designed a 10-point scale to assess the quality of completed job briefs from before and after the pre-job brief training. As rated by EHS managers, audited pre-job briefings improved on all 10 points and across all regions except one, which was already rated near Excellent.

Additionally, we wanted pre-job briefs to be conducted regularly and in a similar fashion and to increase the team's engagement during the pre-job briefing, as evidenced by the number of employees across a range of experience levels and seniority who answered or asked questions during the briefing.

Job briefs are completed more often	3.5
My team and I have more quality conversations	3.7
All voices being heard more often	3.7
Other people lead the brief more often	3.5

On a scale from 1, Strongly Disagree, to 5, Strongly Agree. 84 responses.

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To learn how we can work with you to co-create and implement a customized training program that results in the rapid adoption of key behaviors, contact our CEO, Sharon Lipinski at (970) 581-7681



"By creating an open dialog around the job brief, new ideas are brought in during the discussion, and changes are implemented based on those new concepts and ideas."
Program Participant

KEY NUMBERS

4 Months

667 Employees

35 Virtual or In-Person Training Sessions

STRATEGIC GOALS

- ✓ Increase Frequency And Consistency
- ✓ Increase Conversations and Engagement
- ✓ Improve Quality of Completed Forms

TOP IMPACTS

- ★ Improved Compliance
- ★ Enhanced Training And Confidence
- ★ Increased Good Catch Reporting
- ★ Cultural Shifts In Safety
- ★ Increased Awareness

"With this, we know where each crew member should be during the task, and we have confidence in each other because the job briefing has brought out the obvious job hazards and also possible hazards that may arise and the point of when someone should initiate the work and take two to assess the hazard. We also know that no repercussions or judgment were passed on to the crew member who initiated the stop work and took two."
Program Participant

TOP QUESTIONS HEARD MORE OFTEN DURING PRE-JOB BRIEFS

1. What could go wrong?
2. Is this the right PPE for the job?
3. What hazard is most likely?
4. How can we mitigate the hazards?
5. What hazard is most dangerous?
6. What do we do if something goes wrong?
7. Is there another way to approach this?
8. Is this the right tool for the job or am I making do?
9. Do you have sufficient help to do this task?
10. What emergency procedures are required?

"It was a lot about changing habits – good/ bad and the decisions we make are around habits. Training and leading a crew and how to make the right decisions and recognize hazards – How is the form different than before – I never looked at the form before – and looked at it as a had to do – after the training, it shed a new light on the significance and what the hazards were and how to mitigate those." Program Participant