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TRAINING STRATEGIES

2019 CalCIMA Spring Thaw



WHERE'S THE SAFETY?

- Include tools beyond just information and skills
 - Not a “data dump”
 - Engages the trainee
 - “Success” = Buy in
- It's ALL about safety!
 - Builds teamwork
 - Creates confidence
 - Develops creative problem solving and independent thinking



YOUR TRAINING TOOLS

- Ice Breakers
- Team Building Exercises
- Midday Energizers
- Skill Building and Reinforcements
- Knowledge Verification
- Message Point Boosters



An abstract, textured background featuring a mix of vibrant colors including red, yellow, green, blue, and purple. The colors are layered and blended, creating a complex, organic pattern. The overall effect is reminiscent of marbled paper or a close-up of a natural surface like stone or ice. The text 'ICE BREAKERS' is overlaid in a bold, white, sans-serif font, centered horizontally in the lower half of the image.

ICE BREAKERS

ICE BREAKERS

- Allows participants to introduce themselves to each other
 - Lowers barriers
- Leads into the topic matter
- More likely to generate new ideas
- Raffle with tickets for positive behaviors



NAME GAME

- Group Introductions
- Fun for larger 20+ person groups
- Takes 10-15 minutes
- First person states their name
- Second person states the first person's name and their own name
- Third person states the first and second persons' names and adds their name to the end
- Go through the entire group



NAME FUN

- Group Introduction
- Say your name using two or three adjectives that begin with the same first letter of your name
- Meghan Meddles with Maniac Monkeys!



TRUE FALSE

- One person gives three facts about themselves
- One of those “facts” is false
- Teams or group tries to guess which is the false fact



PERSONAL INVENTORY

- Two-person exercise
- Have each person ask a pre-determined set of questions
- 5-10 items
- Where did you go to High School?
- What is your favorite food?
- Then the interviewer introduces the other person to the group using their answers



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TEAM BUILDING

TEAM BUILDING

- Used to improve relationships within the group
 - Established work groups
- Identification of conflict or problems between parties may be an outcome
 - Easier than not identifying the problem
- Should allow participants to relax and be themselves
- Requires a thorough debriefing
- Can use the Knowledge Verification games in team format



WINNER / LOSER

- Small group that knows each other
- One talks about a bad experience they had with the other person
- One then describes the same situation but only describes the positive aspects of the situation
- The other person helps explore the silver linings of the shared experience
- Switch roles



WHICH ONE AM I?

- Pick a theme
- Have participants write one item that fits with the theme on nametags
- Get up and walk around
- Put the name tag on another person's back
- Stand everyone in a circle
- One person enters the circle and asks Yes or No questions about the item on their name tag



FLAGS

- Pick a theme
- Have groups design and draw the flag
- Vote whose was the best
- Can be done with
 - Safety vision
 - Company value or quality statement



An abstract, multi-colored background with a dark, semi-transparent overlay. The colors include shades of red, orange, yellow, green, blue, and purple, creating a textured, marbled effect. The text is centered in the lower half of the image.

MID-DAY ENERGIZERS

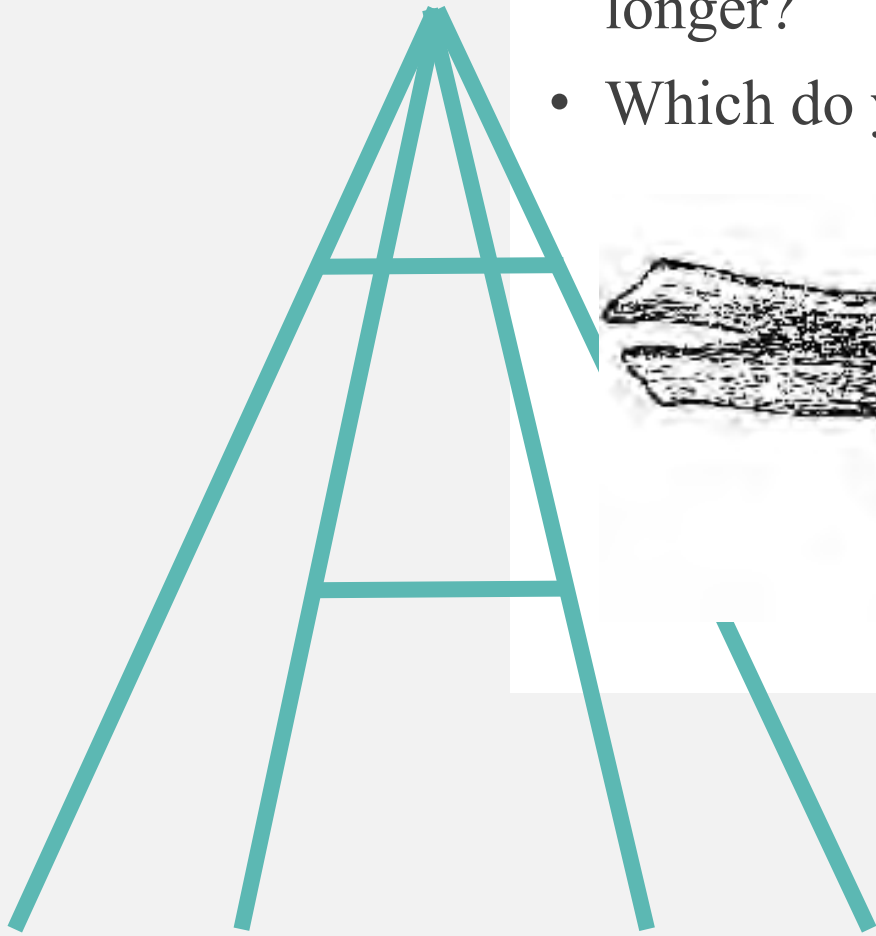
MID-DAY ENERGIZERS

- Use whenever you are losing the group
- Designed to get blood pumping and wake people up
- Can be used to relieve tension in the group
- Useful to get the group focused after lunch or a long break



OPTICAL ILLUSIONS

- Which horizontal line is longer?
- Which do you see first?



VISUAL BRAIN TEASERS

- Solo or Teams
- Projected on screen during breaks
- Helps develop “outside-the-box” thinking/problems solving
- Points can be awarded for correct answers/participation
- Correct answers placed into a box, winner drawn



VISUAL BRAIN TEASERS

RAEG

REVERSE GEAR



VISUAL BRAIN TEASERS

GLANCE

SIDEWAYS GLANCE



VISUAL BRAIN TEASERS

**AFTER ME
AFTER ME**

REPEAT AFTER ME



NARRATIVE BRAIN TEASERS

- Solo or Teams
- Written Test or Group Exercise
- Helps develop critical thinking and focus on known facts
- Illustrates thought bias or patterns
- Emphasises detail in instructions
- Introductory exercise – Root Cause Analysis, JSA Development, Problem Solving



NARRATIVE BRAIN TEASERS

“Some months have 30 days, some have 31. How many months have 28 days?”

Answer – ALL OF THEM



NARRATIVE BRAIN TEASERS

“If you had only one match and entered a dark room where there was an oil lamp, an oil heater, and some kindling wood, which would you light first?”

Answer – THE MATCH!



NARRATIVE BRAIN TEASERS

“How many animals of each species did Moses take on the Ark?”

Answer – ZERO, Noah built the ark!



MID-DAY ENERGIZERS

- Stretches, Deep Breathing, Hand Clapping
- Tell the person next to you what you're doing on the weekend
- Group Questions:
 - “What was the first concert you attended and when?”
 - “Who makes the best burgers?”
 - “If you could have dinner with just one person from the past, who would it be?”



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SKILL BUILDING REINFORCEMENT

SKILL BUILDING / REINFORCEMENT

- Learn by doing, not just lecture
 - Lock-Out, Tag-Out, Try-Out
 - First Aid
 - Bandages
 - Splints
 - Blood Borne Pathogens (Glove Removal)
 - Wearing fall protection harnesses
 - Practice in real environment
 - Watch someone do it **WRONG!**
 - Review the errors with team



MEMORY GAMES – MANY ITEMS / MISSING ITEM

Many Items:

- Have a tray or slide with 15+ items
- Show the group for 10-15 seconds
- Hide the tray/slide
- Ask the group to write down how many items they remember seeing on the tray/slide

Missing Item:

- Have a tray with more than 5 items
- Have participants look at the tray for 15 seconds
- Take one item away
- Let the group discuss what was taken away



MEMORY GAMES – STORY TELLING

- Each person in the group adds a sentence of their choosing to a group story
- Can be a work related story or have a specific topic
- “One day Billy walked into the woods
- On his way there, he met a fox”...etc.



MEMORY GAMES – LIST HOW MANY OF “X”

- Have a group list how many items they can think of that fit in a category
- How many dog breeds can you name?
- How many Confined Space items can you name?
- Recognition for the longest list



PROBLEM SOLVING

- What would you do if.....?
 - Ask a question about a problem you want answered
 - Collect all of the papers
 - Pass them back out to each group
 - One of each person of the group
 - Have the group give solutions to each paper
 - Discuss as a group



LISTENING SKILLS – STOP LISTENING

- Half the group leaves the room
- Have them tell their partner what they did that morning when they come back
- The half that remains are given instructions to initially listen to the story, then get bored and ignore them
- Discuss how it felt to be ignored



WRITE YOUR OWN SAFETY RULES

- Team is given a task or plant area to review
- Create safety rules in their own words
 - “Wear your safety glasses because it’s dusty in there.
 - Watch out for trucks, those guys will run you over!”
- Create rules based on experience, the hazards present and may not be an existing “rule”



An abstract, textured background with a variety of colors including red, yellow, green, blue, and purple. The texture resembles marbled paper or a similar organic pattern. The text 'KNOWLEDGE VERIFICATION' is overlaid in the lower-left quadrant in a bold, white, sans-serif font.

KNOWLEDGE VERIFICATION

NEXT STEP?

- Solo or Team exercise
- Often a question and answer exercise
- Written tests with scenarios
 - “You find your buddy laying in water, passed out...what do you do?”
- Scenarios build on each other
 - What next?
- Trainees may grade or evaluate one another, coupled with guidance



TRAINING GAMES

- Jeopardy
- Eggheads
- Family Feud
- Catch Phrase
- Safety Pays Pyramid
- Hazard Recognition Training



KNOWLEDGE / VERIFICATION

- Tests
- Self-assessments
- Solicit feedback
- Pre-Job briefing
- Mini-JSA
- Practical demonstrations
- Hands-on training
- Benchmarking





SKITS

SKITS

- Mock OSHA or MSHA inspection
- Having a Safety Conversation
- Good vs. Evil
- Can grab willing participants from audience
- Discuss what went wrong or right!
- Much more enjoyable when upper Management participates



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MESSAGE POINT BOOSTERS

CONCENTRATION AND COMMUNICATION

- Blind folded paper folding
- Group follows instructions
 - Impromptu
 - Scripted
- Repeated but shown desired outcome
- Multiple lessons can be applied



EFFECTS OF BECOMING INJURED

- Blindfold Wheelchair Race
 - Download feedback from persons on team
- Behind the back feeding
- Blindfold toothbrushing



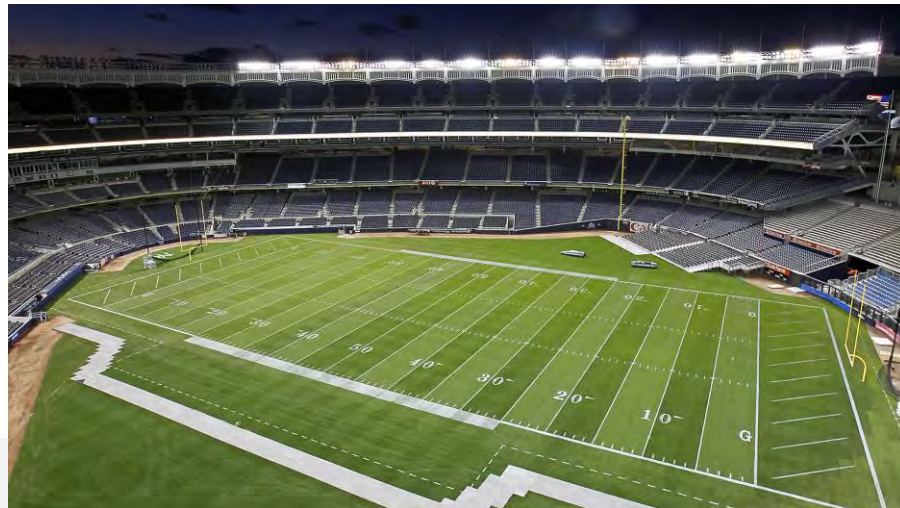
WALK THE GAUNTLET

- Texting while
- Walking
- Holding a glass of water
- While stress balls are thrown at you



DISTRACTED DRIVING

- Loaded haul truck
- Over radio
- Observer respond to text message
- Tell driver to stop



USE ALL OF YOUR TOOLS

- Different people learn in different ways
- Different approaches helps to ensure your message is heard
- Don't be afraid to be silly
- Have some fun along the way
- Wrap up with reiteration of your main message or lesson objective



THANK YOU!

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