



Building an Effective Safety Culture from Within



Leadership Development in the Oil & Gas Industry

Lacking Employee Engagement

Although this global oil and gas organization maintained excellent facilities, equipment, and systems to sustain safe operations, it lacked employee engagement in the area of continuous improvement. It needed to build a safety culture, and it had to start with leadership. The company’s traditional instructor-led and case-based approach was not effective enough in addressing the hearts and minds of leaders to create the required safety leadership and culture. The company needed a partner who could challenge it to take new approaches, to push it out of its comfort zone, and create the necessary learning experiences that it could not realize on its own.

Building a Safety Culture

Right Management provided the company with a more experiential, participant-led learning, which created realistic re-enactments of typical behavior. Right Management’s approach significantly challenged the client to take novel approaches to solving its most important problems. Right Management provided two interconnected global leadership development programs for safety culture and leadership, a program for managers and an advanced program for executives. The programs were designed to help the participants:

- Understand and model the behaviors that define the desired safety culture
- Unleash the wisdom of the leaders and equip them to become champions of the desired safety culture
- Allow the opportunity to share inspiring stories of their own personal journeys related to safety
- Be prepared to champion corporate safety methodology and processes

Investing in Continuous Improvement

To date, 250 executives and 677 managers across the globe have experienced the programs. Due to the enormous success of the programs, it is now a permanent part of the company’s leadership curriculum and will be offered on a continual basis for emerging leaders and experienced hires.

95%

Reported the program:

- improved their ability to be an effective leader
- was a worthwhile investment in their career development.



“Experiential learning (Right Management) was excellent/well organized and impactful. Very effective in challenging our leadership behaviors and exploring new experiences. Beyond my expectations and one of the best ways to anchor our safety leadership concepts.”

- Engineering Manager

90%

Reported the program had a significant impact on increasing their personal effectiveness leading to business results.



“Powerful and insightful. All types of ways and means of delivery – great mix. The program led me and others to a higher level. I’m going to use what I learned for the rest of my life.”

- Global Executive for Production