

OVERCOMING TRAINING FATIGUE

With Personalized Workplace Training

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AGENDA

- Intro to TalentClick
- Background on training frustrations
- A proactive solution
- Benefits of *Personalized Safety Training*
- Case Study
- Session summary



WHO WE ARE

Mission...

- Understand People. Reduce Risk. Save Lives.

We believe that...

- Errors are not always deliberate acts of violation.
- Behavior is an outcome.
 - Human error is not always the outcome of choices.
- Accidents are not linear.
- We cannot “punish away” error.



WHAT WE DO

- Assessment-based Learning
- Diagnose employee risk
- Provide personalized coaching
- Develop Safety Self-Awareness
- Prevent incidents before they happen

COMMON TRAINING CHALLENGES

- Stale content
- Disengaging
- Catch-all solution
- Lower retention rates

WHY THE FRUSTRATION?

- Unique learning styles
- Coming off-shift
- Finger-pointing
- Inconsistencies between foremen and managers

WHAT ARE THEY SAYING?



Bob & Sherry
@bobsherry



Follow

Going to end my day with a new better
known as sa

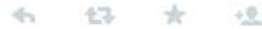


Brad Foster
@bradfoster



Follow

Does Health &
else really, rea



William Miller
@williammiller



Follow

Who ca
training



Bill Thompson
@bill_thompson



Follow

Safety training is f **RUDE** boring



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A PROACTIVE SOLUTION

- Focused on the worker
- Address unique needs
- ***Assessment-Based Learning***
- ***Safety Self-Awareness***

ASSESSMENT-BASED LEARNING

- Identify areas for personal development
- Predict and improve behavior
- Cost-effective
- Scalable – from individuals to enterprise

SAFETY SELF-AWARENESS




AWARENESS

1. Self-Awareness (Learn)
2. Self-Monitoring (Improve)
3. Behavior Change (Achieve)



PERSONALIZATION = PRODUCTIVITY

- 
- Fosters positive organizational culture
 - Sustained by one-on-one coaching
 - Identifies barriers of success
 - Constructive personality-based feedback

CASE STUDY: ETHANOL COMPANY

- Award winning safety culture
- Purchased several ethanol plants in Iowa
- Hard-working, but little experience w/ safety processes
- One incident literally blew the roof off!
- HSE Manager wanted to help make safer decisions

HOW THEY DID IT

Personalized Safety Training!!

- Building Safety Self-Awareness
- Managing Safety Self-Awareness
- Train-the-Trainer

PARTICIPANTS LOVE IT!

84% said: *“I would recommend this training to others in my industry.”*

82% said: *“This training will be effective for me in the future.”*

“[The trainer] Natalie was awesome!! Very impressive!”

- Safety Self-Awareness training participant

MARK LOVED IT!

“TalentClick has been opening our workforce’s eyes to better understanding the prevention of workplace incidents. The information not only has helped us in reducing injuries but also environmental spills, product losses and quality issues.

Their training solutions offer in-depth insight in how individual “at risks” behaviors are a leading indicator to adverse events. They provided a fun and engaging training experience that resulted in a visible improvement of safety behavior in our workforce!..”

Mark Wescoat, HSE Manager



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KEY TAKEAWAYS

- Mind that every employee is different
- Finger pointing gets you no where
- One-on-one coaching
- Go above and beyond regulations!



THANK YOU FOR YOUR TIME

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