

How a Chemical Manufacturer Enhanced Safety and Improved Production with TalentClick's SQ Training

THE CHALLENGE

With revenues exceeding \$90 billion, Valero Energy is one of the largest companies in the world. Based in Texas, the corporation has a number of subsidiaries around North America, including Valero Renewables, which produces ethanol in plants throughout the Midwest. When Valero Renewables' purchased several plants in Iowa, they had a large number of new employees join their family. While the workers at these plants were productive and hardworking, they came from a history of farming and had little experience with comprehensive safety processes and best practices. When two separate incidents occurred at two sister plants, Fort Dodge's HSE Manager Mark Wescoat was determined to find innovative new solutions, ensuring such incidents would not occur at his plant.

THE SOLUTION

Valero approached TalentClick to integrate our Safety Self-Awareness training solutions into their award-winning safety programs. Starting with the Safety Quotient™ assessment, participants gained self-insight about their own unique personality "hard wiring," which drives our impulses and actions. Taking their results into the classroom, employees received personalized training to interrupt unsafe behaviors—before they even occur. Additionally, managers were taught the six personality traits which are correlated with safety-related behaviors. Through a series of group and individual exercises, managers learned how to personalize leadership methods to the worker's unique learning style.

"We've seen a visible improvement of safety behavior in our workforce! You've helped us not only reduce injuries but also environmental spills, product losses, and quality issues."



MARK WESCOAT
HSE MANAGER
VALERO RENEWABLES

THE RESULTS

Company leaders reported that "TalentClick has been opening our workforce's eyes to better understanding the prevention of workplace incidents." What's more, the front-line employees said that it was a fun and engaging training experience, with 82% of participants responding that "This training will be effective for me in the future" and 84% responding that "I would recommend this training to others in my industry."



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**INCREASE IN
EMPLOYEE
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