

# Engagement Safety Trainings: Part 1, The Journey



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Let us take a look at redesigning traditional safety trainings. The foundation is still technical training as we need solid technical knowledge before we can move on to engagement.

However, as we move towards ground level implementation and refresher trainings, traditional PowerPoint slides tend to be stale. e-learning fares no better. How often has an employee tried to click forward in an e-learning to get it over with?

In the last 2 articles, we looked at the 3As (Awareness, Acknowledgment and Acceptance) to gain ownership. Let us now use this concept to redesign trainings.

I will use an example to show the design concept.

## DESIGN WITH A STORY

One of the most effective ways to remember something is through a story. I bet you can recall a favourite story or movie more easily than part of a textbook.

Let's work through an example. Let's have a role play of transporting an expensive item from location A to B by road. Weave a story around it by incorporating towns that you need to pass through, using realistic dates. Use towns where some of the participants come from. Select a realistic item as the precious cargo. Use information that the participants can relate to in order to achieve higher engagement. Let us call this activity: "Our Journey".

Here is a map of 2 random points to transport our precious item. You should select your own.

## AWARENESS

Give some basic information pertaining to the route, time of the year and the condition that the item needs to get to point B intact and of course safely. This will create the initial Awareness of the expectations. Let the



participants figure out the logistics, equipment, etc. and provide you with a plan on how to get this done.

When the participants work through this exercise, these points will come up in the group discussion:

- |                                  |                             |
|----------------------------------|-----------------------------|
| 1. Route planning                | 7. Weather                  |
| 2. Type of vehicle(s)            | 8. Driver's licence         |
| 3. Number of drivers             | 9. Vehicle Permit / Licence |
| 4. Rest areas                    | 10. Insurance               |
| 5. Method to secure the artefact | 11. Vehicle Inspection      |
| 6. Communication                 | 12. Driver alertness        |

What else should we consider for this journey? More on the journey in the next article. Share with me at: [pub@iem.org.my](mailto:pub@iem.org.my).

Even though it is nice to reach the end of the journey, perhaps it is the journey that matters in the end. ■

*The safest risk is the one that you did not take. Often it is the gap in the risk perception that leads to a gap in risk control.*