



Importance of Exposure



by Ir. Shum Keng Yan

Ir. Shum Keng Yan is a chemical engineer and a certified accident prevention and safety practitioner.

In this last part on developing the Career Path of a safety professional, we will look at Training and Exposure.

COACHING

One fundamental requirement of a good safety professional is the development of the risk perception. Often you find a less experienced safety professional professing that all and sundry are doom and gloom. An experienced safety professional will have a balanced view of the risk in a given situation. This insight can only be gained through exposure. The guidance can be structured via a mentorship programme. This is no different than the IEM Logbook Scheme. Allow a co-evaluation of the mentor and mentee to ensure feedback of the mentorship programme is obtained from both parties.

ASSIGNMENT BASED

Another effective learning-by-doing is to allow the development via assignments. This can be done by letting the member to lead a task force. Depending on the desired learning outcome, the assignment can be structured thus:

1. To lead a work group to solve an issue.
2. To lead a cross functional group to develop people leadership and to influence skills.
3. To assign business projects to develop a deeper understanding of the business complexities.

CONTINUING PROFESSIONAL DEVELOPMENT

This is something we are familiar with. Key CPD programmes should include an update on the latest regulations, standards and industry development. Here's a tip: Many Safety Professionals are also Professional Engineers. They will require CEP (DOSH) and CPD (BEM) points. There are programmes which qualify for both. Try to go for these. In addition, encourage the Safety Professional to be a mentor.

This is a summary of how to structure the type of exposure by level.

	Coordinators	Engineers	Managers	Director	Vice President
Management stream	Task Based Assignments	Problem solving teams and some Cross Country Projects	Cross Functional Assignments and Cross Country Exposure	Regional and Global Cross Functional Projects	Business Developmental Projects and Strategic Planning Teams
Technical stream	Specific Problem solving Assignments	Leading a Technical Team	Collaborative Assignment across business or geography	Collaborative Regional or Global Technical Team	Global standards Development Team

It's time to expose your safety team. Send your comments to: pub@iem.org.my. ■

It is the Exposure to various Situations that distinguishes the Safety Professionals.