

History of Supervisory training in the Safety Partnership

From 2004 to 2014, the IEC's Supervisory Program was an annual 3.5 hour training course developed for local supervisors. The purpose was to review the roles and responsibilities of workplace parties under the Occupational Health & Safety Act; to provide updated information about local health and safety statistics; and to explore a new topic relative to the workplace.

Safety Partnership involvement: In February 2012, the Safety Partnership held a Communication Forum with almost 200 people in attendance from the plants, the contractors and the building trades. The goal was to explore opportunities in support of building an injury-free culture in the Sarnia-Lambton region. Feedback from breakout sessions at the forum pointed to several common factors, one of which was ensuring supervisors had the knowledge and skills necessary to be advocates of an injury-free culture.

Design of Leadership Development Program: A local team of subject matter experts (SMEs) representing all three Safety Partnership groups reviewed the broad spectrum of technical and behavioural competencies required of supervisors in the Chemical Valley. The SMEs determined that the technical competencies were adequately addressed through either external or company-specific training programs.

After examining the types of behavioural competencies required of supervisors, the SMEs made recommendations for the development of training programs to address four key behavioural competencies best suited to support an injury-free culture, *Communication Skills, Influence for Positive Results, Building Relationships, and Resolving Conflict*.

What happened to the old Supervisory Course? The IEC's Supervisory Program was retired effective April 30, 2014. The SMEs reviewed the regulatory requirements for supervisor awareness training under Ontario Regulation 297/13 and concluded that the Safety Partnership's BSO Plus course, combined with the safety topic, BSO Plus / O. Reg 297 Supervisor Awareness Supplement, would adequately meet the regulatory requirements for supervisor awareness training.

What does the new Leadership Development Program look like? The new Leadership Development Program will consist of four separate training modules with Communication Skills for Supervisors laying the foundation for the three subsequent modules. Each module will be 3.5 hours in length; it will target specific skills and applications and provide participants with self-directed action plans to apply back on the job.

What are the Safety Partnership expectations? The expectation will be for participants to complete all four modules within a 12-16 month period, and for employers to commit to supporting their supervisors throughout the process.

What is the Leadership Development Program Timeline?

NOTE: Courses must be taken in the following order:

- 1) Communication Skills for Supervisors: open for enrollment since May 1, 2014
- 2) Influence for Positive Results: ready to pilot in November 2014
- 3) Building Relationships: planned launch in the spring of 2015
- 4) Resolving Conflict: planned launch in the summer of 2015

Thanks for your patience and understanding as we put in place the recommendations from the 2014 Safety Partnership Communication Workshop/Forum!