



Petroleum Geo-Services



Objective

To improve the quality of interventions among office based staff by developing their skills and confidence.

Method

We created a series of situations (or scenes) from incidents people had reported on the organisation's 'Safe Card' system. These scenes allowed two different perspectives to be explored:

- The witness has an opportunity to reinforce the health and safety message but to do that they must first challenge a colleague.
- The person acting unsafely has the opportunity to adopt a safe habit but to do that they have to face being challenged by a colleague.

Each scene was presented by actors to the group. With the help of the facilitator, the group worked with the scene - by offering suggestions, trying out different strategies, challenging the characters - until they had resolved it to their satisfaction.

The interactive drama enabled them to raise, discuss and address those concerns that had previously discouraged them from intervening.

Impact

This method gave staff a highly practical way to learn as a group how to manage the process of intervention. The fact that they were learning both how to intervene and how to respond to an intervention was important. The format has really helped us to create a work environment *in which people feel encouraged and confident to intervene.*

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