

in Dec 2013

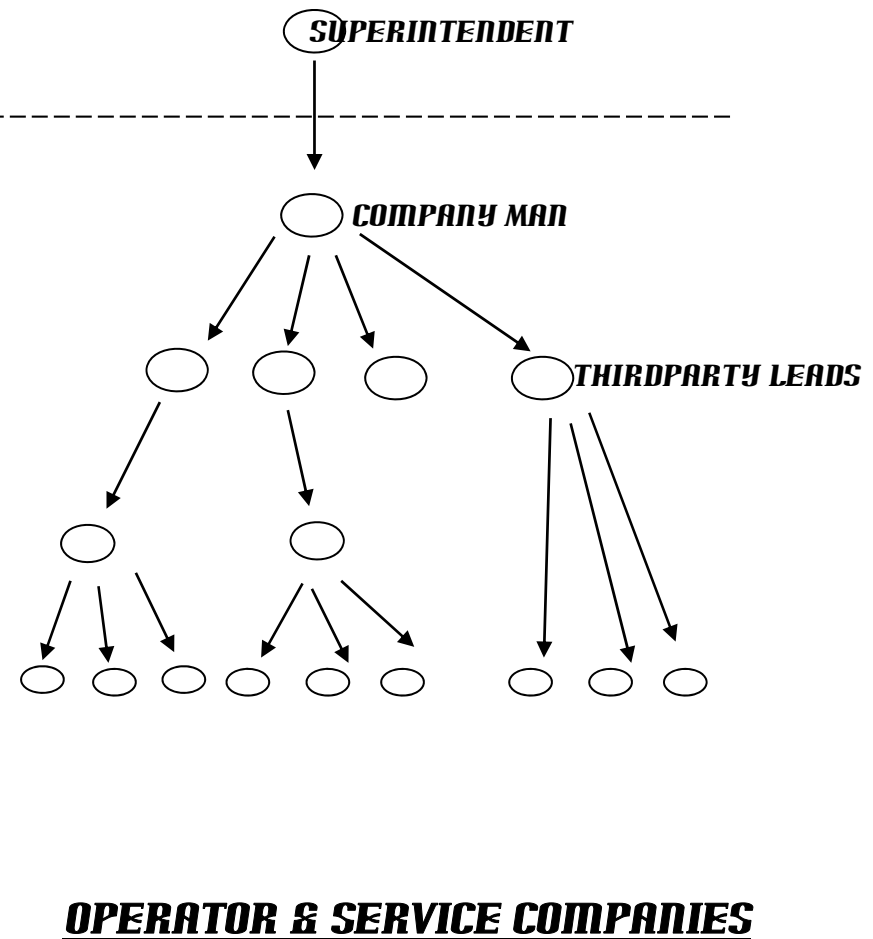
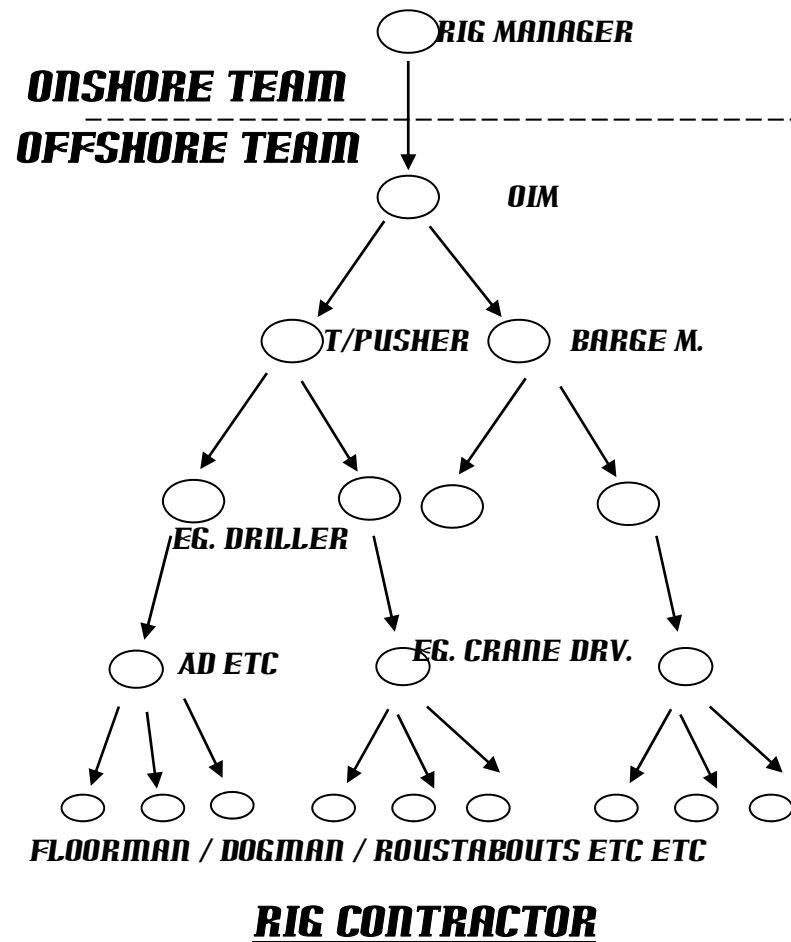


IT'S NOT JUST ABOUT GREEN HANDS - DON'T BLAME THE GREEN HANDS

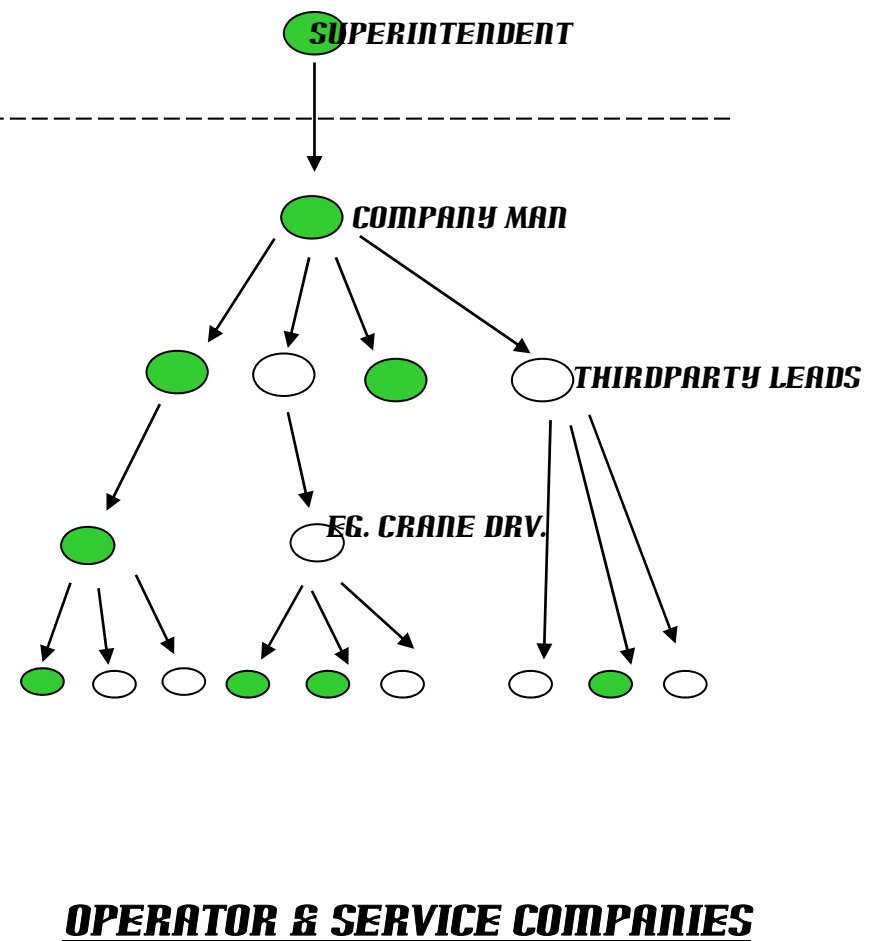
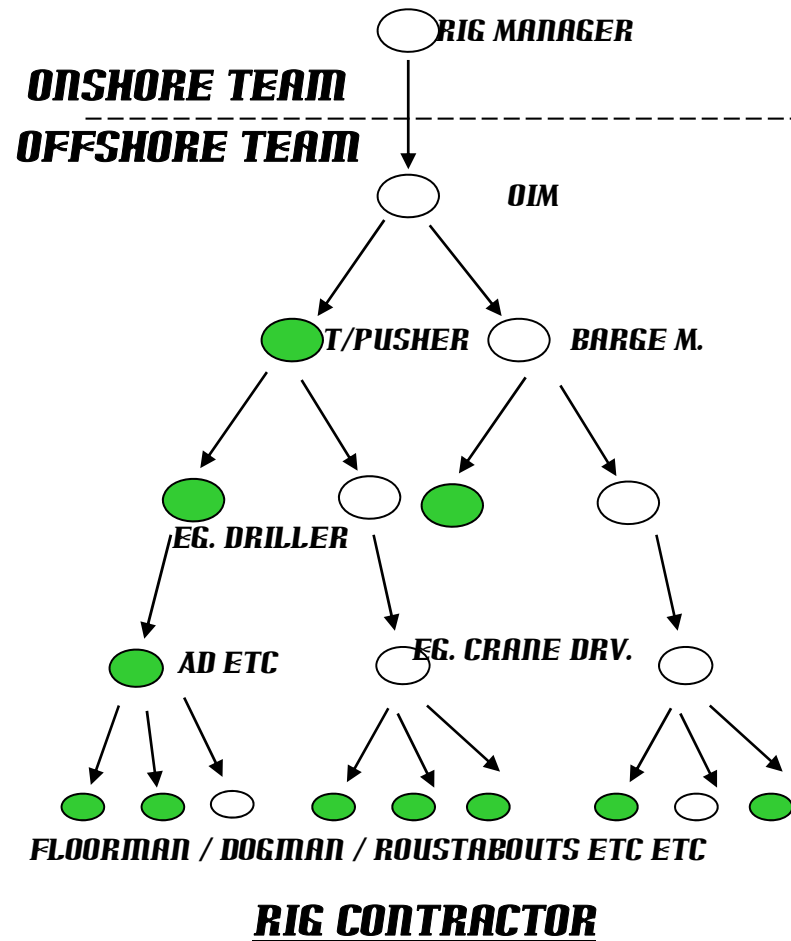
GARY JONES

DRILLSAFE, MELBOURNE DECEMBER 4TH.

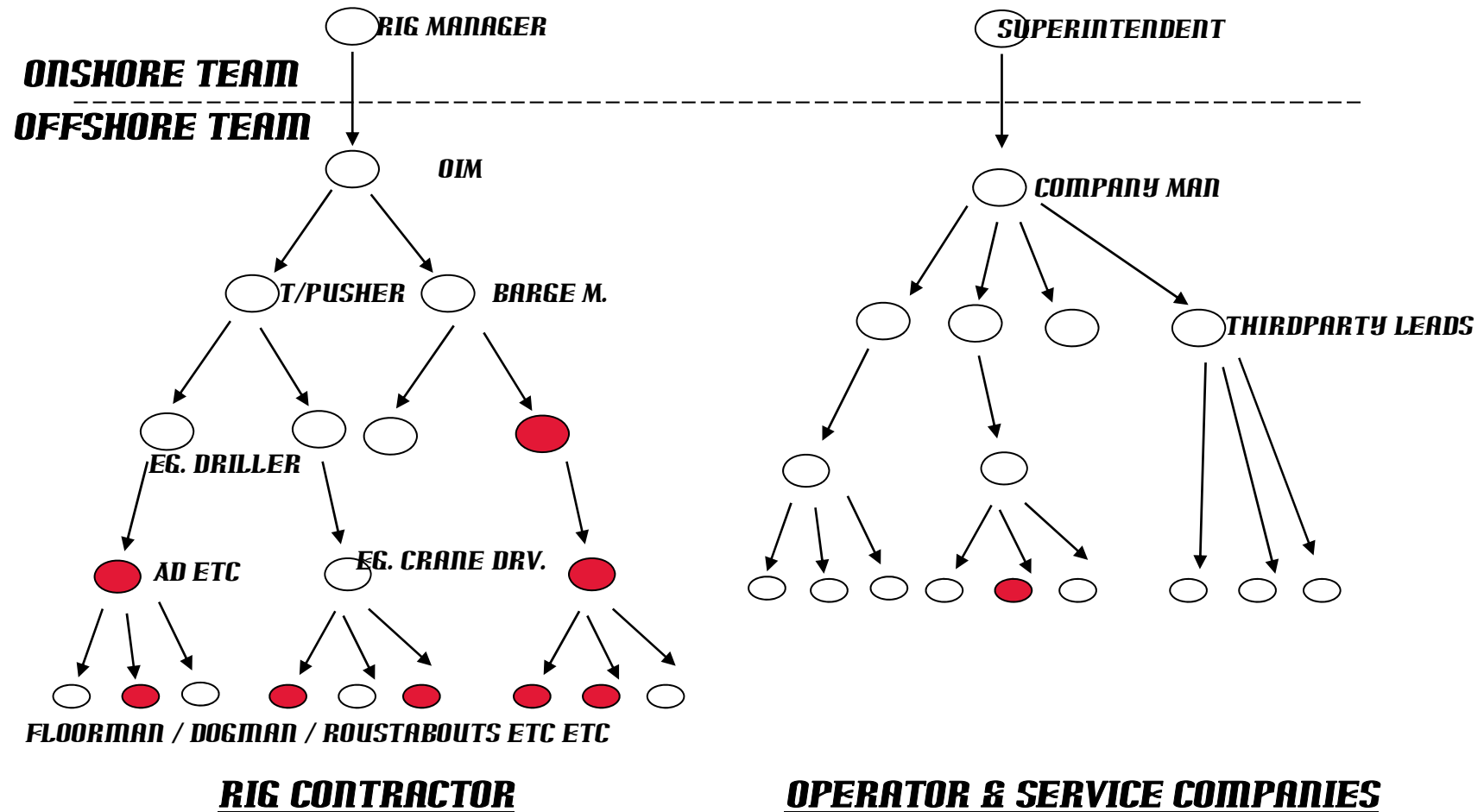
RIG ORGANISATION



WHERE ARE THE GREEN HANDS ?



WHO'S GETTING HURT ?



A SNAPSHOT OF THE PROBLEMS



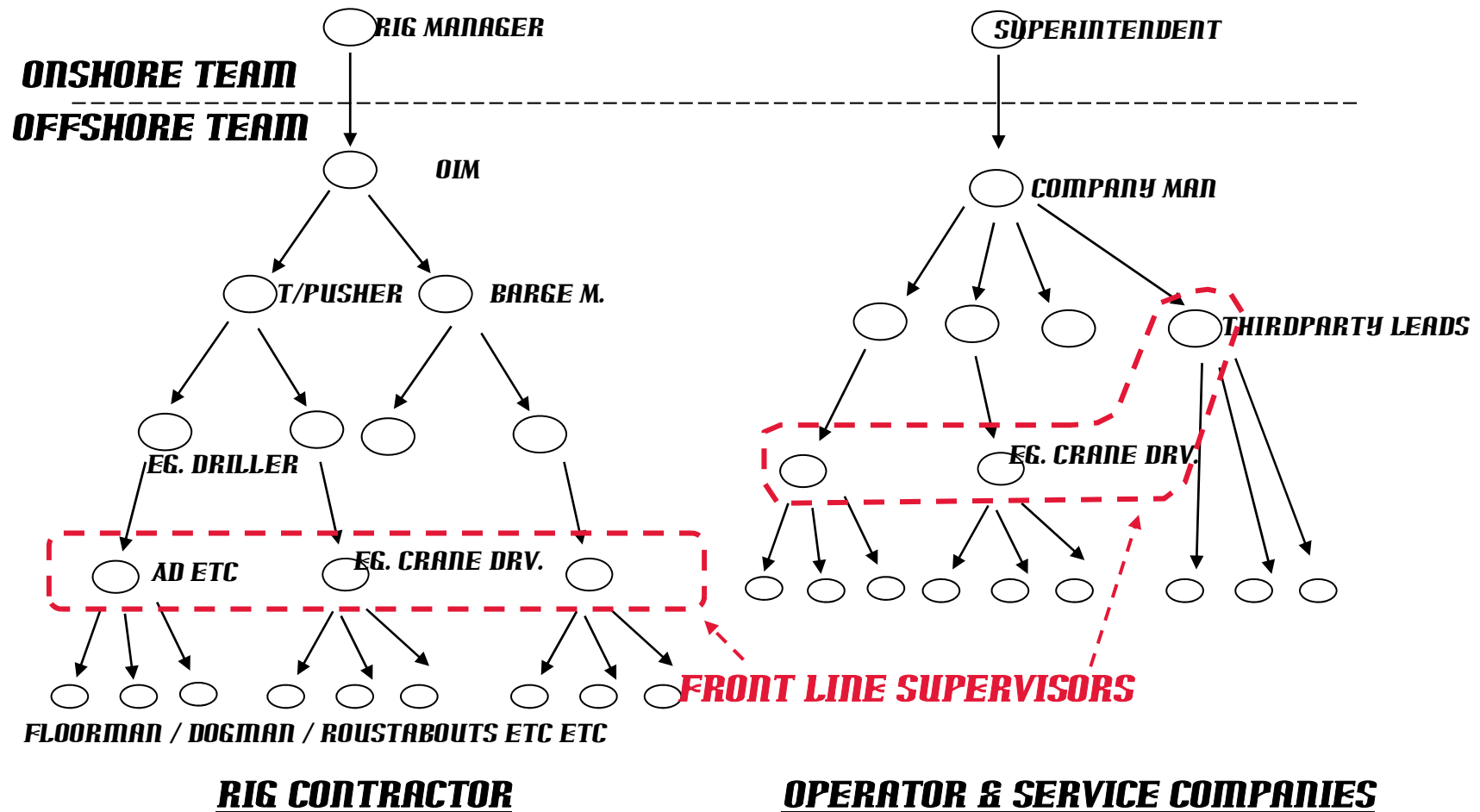
SUPERVISORS:

- **SENIOR SUPERVISORS WHO WERE ONCE EXPERIENCED JUMPING IN TO DO WORK THAT THEY HAVEN'T DONE FOR A WHILE AND HURTING THEMSELVES.**
- **GREEN SUPERVISORS NOT ADEQUATELY SUPERVISING GREEN HANDS, YOU DON'T KNOW WHAT YOU DON'T KNOW.**
- **GREEN SUPERVISORS NOT STEPPING OUT FROM BEING "ONE OF THE BOYS".**

NEW STARTS:

- **GREEN HANDS BREAKING RULES AND PROCEDURES AS THEY ARE NOT AWARE OF WHAT NEEDS TO BE COMPLIED WITH.**
- **GREEN HANDS PLACING THEMSELVES AT RISK TO GET JOB DONE WITHOUT FULLY APPRECIATING RISKS INVOLVED.**
- **GREEN HANDS MISINTERPRETING INFORMATION, PROCESSES AND PROCEDURES - UNSURE OF EXPECTATIONS AND WORKSCOPE.**
- **EVEN THOUGH WE HEAVILY PREACH "STOP THE JOB" IT DOES NOT ALWAYS HAPPEN.**

IS LEADERSHIP AT THE FRONT LINE THE KEY?



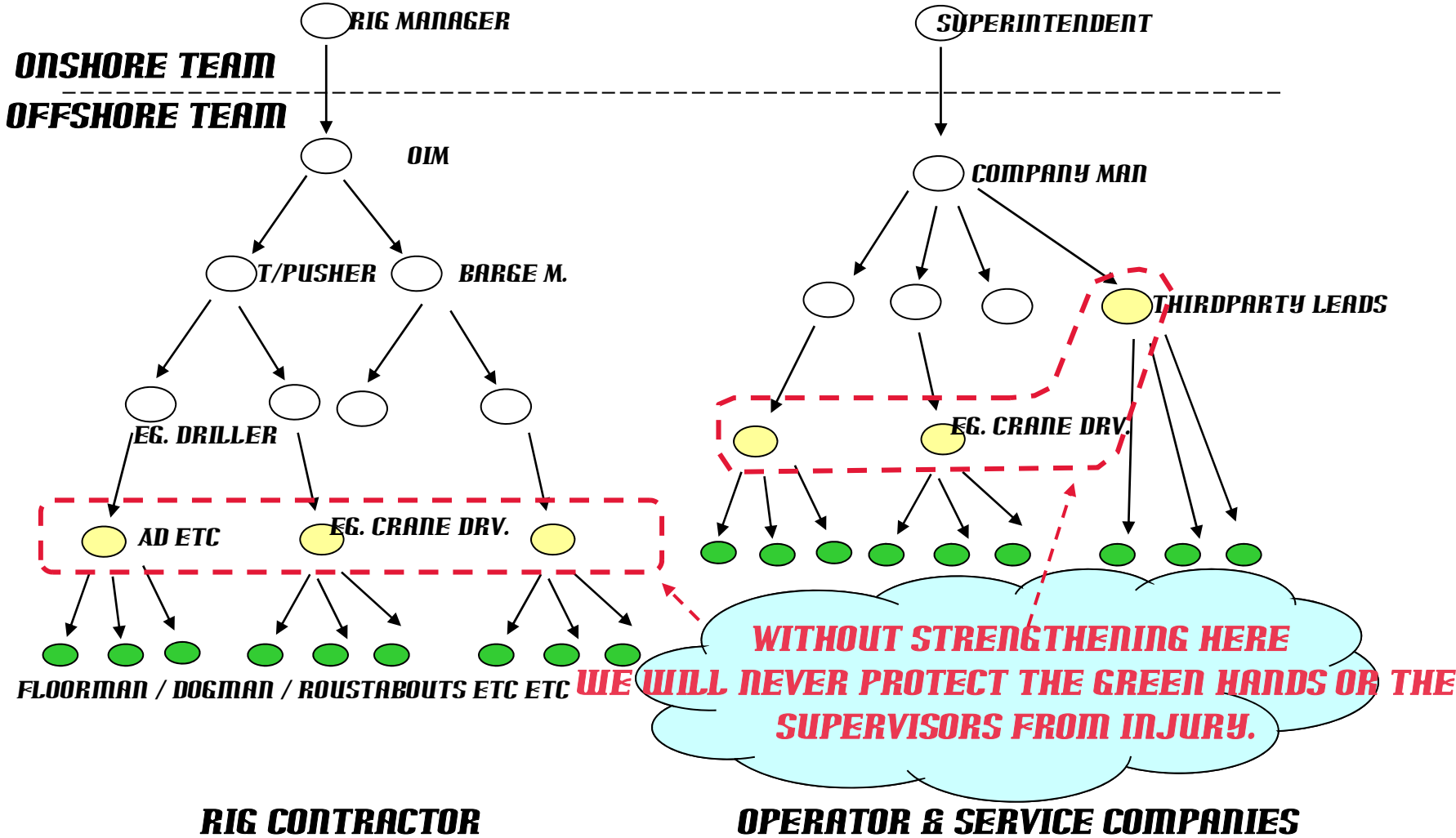
HOW DO WE SUPPORT OUR FRONTLINE SUPERVISORS?
THE FRONTLINE SUPERVISORS ARE THE ONLY SUPERVISORS THAT ARE PRESENT FOR EVERY JOB, EVERYWHERE ON THE RIG. THEY ARE THE COACHES FOR THE GREEN HANDS.

BUT...

- **MANY OF THE INITIATIVES AND SYSTEMS WE IMPLEMENT DO NOT GET THE BUY IN OF THE FRONT LINE SUPERVISORS. WE OFTEN IMPOSE CHANGE ON THEM.**
- **WE FORGET HOW HARD IT IS TO STEP OUT FROM BEING “ONE OF THE BOYS”, IT IS ONE OF THE TOUGHEST CAREERS STEPS TO TAKE AND REQUIRES COACHING THROUGH.**
- **THE WAY WE ENGAGE CREWS OFTEN UNDERMINES THE FRONT LINE SUPERVISORS. EG CREW MEETINGS WHERE WE ADDRESS THEM ALONG WITH THEIR DIRECT REPORTS - DO WE GIVE THEM THE SPACE TO LEAD?**
- **THROUGH OUR ACTIONS, DO WE TURN OUR FRONTLINE SUPERVISORS INTO “CREW REPRESENTATIVES” RATHER THAN BUILD THEM UP AS LEADERS?**

..... WE NEED TO FOCUS ON LIFTING THESE GUYS UP SO THAT THEY HAVE THE SKILLS TO TEACH THE TRUE “GREEN HANDS” THAT ARE

HOW CAN WE BLAME THE GREEN HANDS?



***HOW ARE YOU BUILDING AND
SUPPORTING
YOUR
FRONTLINE LEADERS?***