

### ***Developing Organisational Culture and Safety Performance***

Noetic is in partnership with FutureMedia and is currently delivering a 5 module training program to a Chinese/Australian JV in upstream petroleum in China. This draws on Mindful Organisation and HRO principles. The target audience is (Chinese) managers and supervisors working in a process safety environment.

- The client operates offshore platforms in Australia, China and Malaysia. In parallel with introducing an asset integrity management system (AIMS) in China, a training program to support this was developed. Noetic were contracted to do this. In essence, the training program integrates process safety with managerial skills training.
- Each module is built around relevant theory, case studies and simulation. A major focus of the training is on preventing loss of containment events. For example one simulation involved the offshore team *planning* for a shutdown which was scheduled to take place in 3 months' time. However, they were doing this whilst on the live platform. As the meeting takes place (over 2 hours before and after lunch on the training course) they receive realistic interruptions, emails, simulated radio calls most of which are trivial but some of which, when combined with information given out prior to the meeting, constitute "weak signals" that suggest a process safety risk was developing.
- The exercise brings together the practical engineering aspects of loss of containment events with the concepts of mindful organisational principles and meeting skills (in this particular) case in a realistic but "safe" scenario. This allows the participants to practice these skills, make mistakes without "loss of face."
- Noetic ([www.noeticgroup.com](http://www.noeticgroup.com)) has substantial experience of training in the process industries, both working with and using FutureMedia training resources. In particular [Peter Wilkinson](#) who conceived and leads this training:
  - is currently on the US Chemical Safety Board Macondo/Deepwater Horizon investigation team, (see [www.csb.gov/search/?Keywords=wilkinson](http://www.csb.gov/search/?Keywords=wilkinson) for examples of some of Peter's work)
  - spent 2 years supporting the development of a mindful organisation approach in PTTEP post Montara blowout
  - carried out a peer review of the Brazilian regulatory approach to process safety in the aftermath of the P36 sinking
  - worked for UK HSE in the immediate aftermath of Piper Alpha
  - was a senior executive and member of the leadership team of Caltex Australia (GM Operational Excellence and Risk)
  - knows Andrew Hopkins well and has worked with Andrew on projects
  - is a member of the Australian Government's Nuclear Safety Committee
- References are available e.g. for Chinese training from the client and from CSB in the USA
- FutureMedia and Noetic are working with ENFORM, the Canadian peak body for oil and gas, on development of their process safety strategy.