



Training our People

MATCHING PRACTICAL WITH THEORY

DAVE TILTON – DIRECTOR, PARALLAXX LIMITED

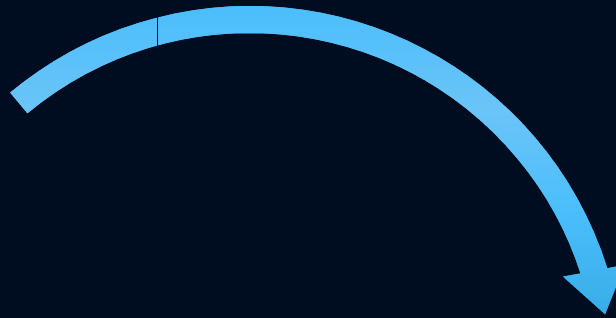
THE BEST
EQUIPMENT
POSSIBLE

THE MOST
INTELLIGENT
METHODOLOGY

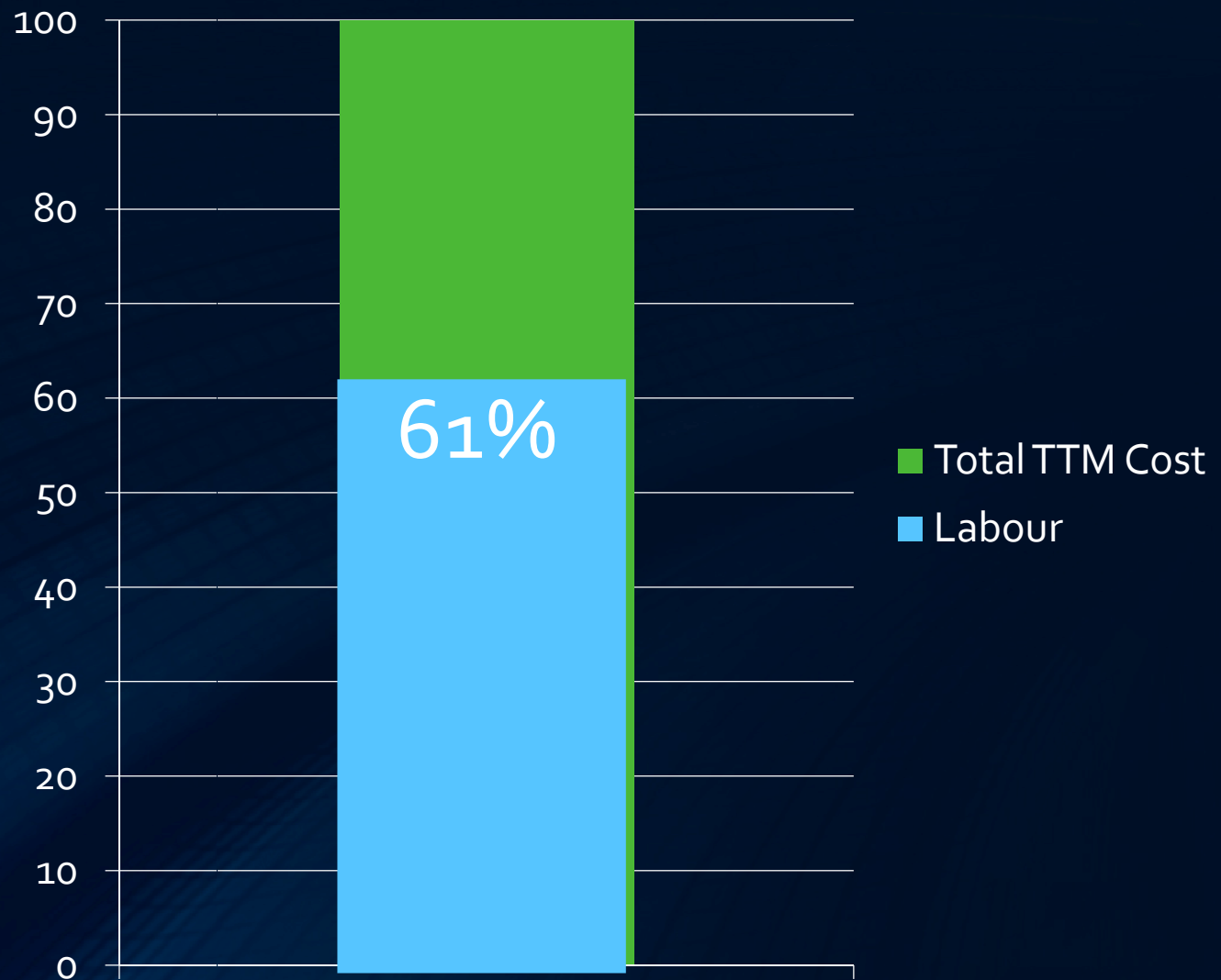
THE BEST
PEOPLE

Safety of
Road
workers &
road users

THE BEST
PEOPLE

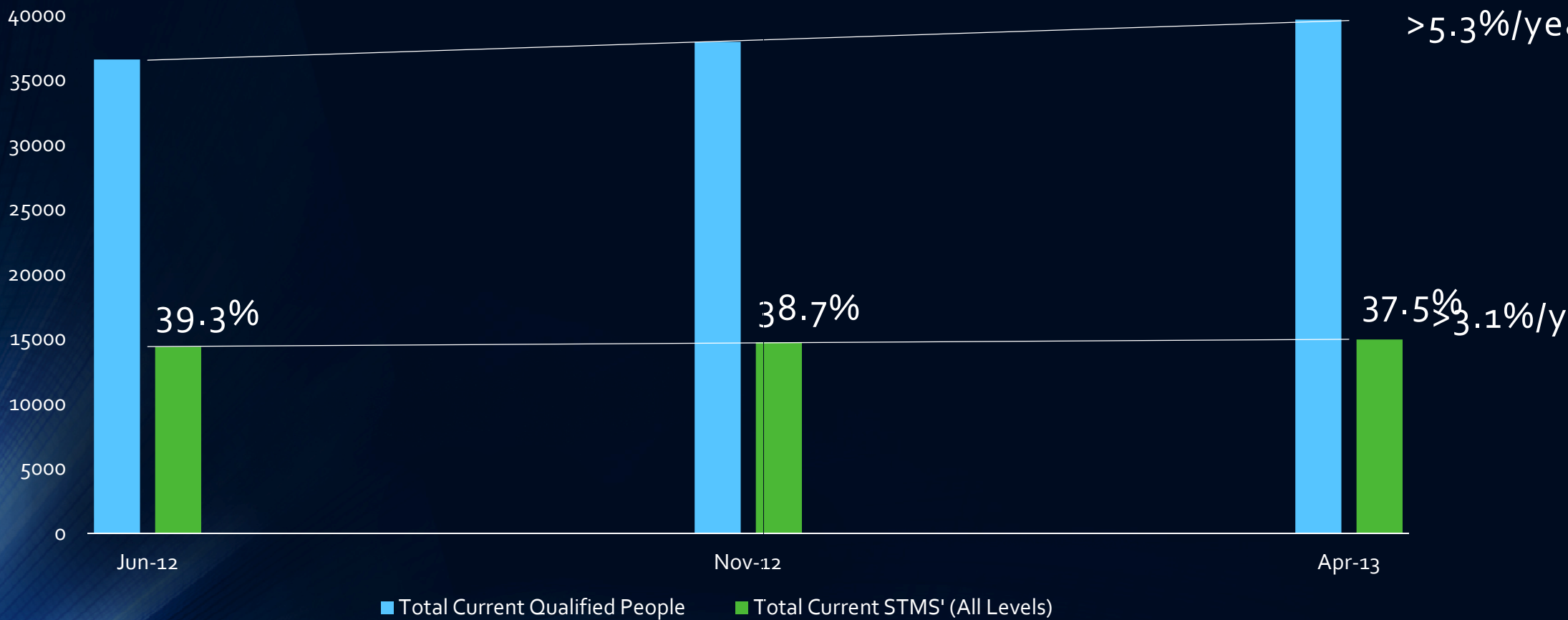


Where does the money go?

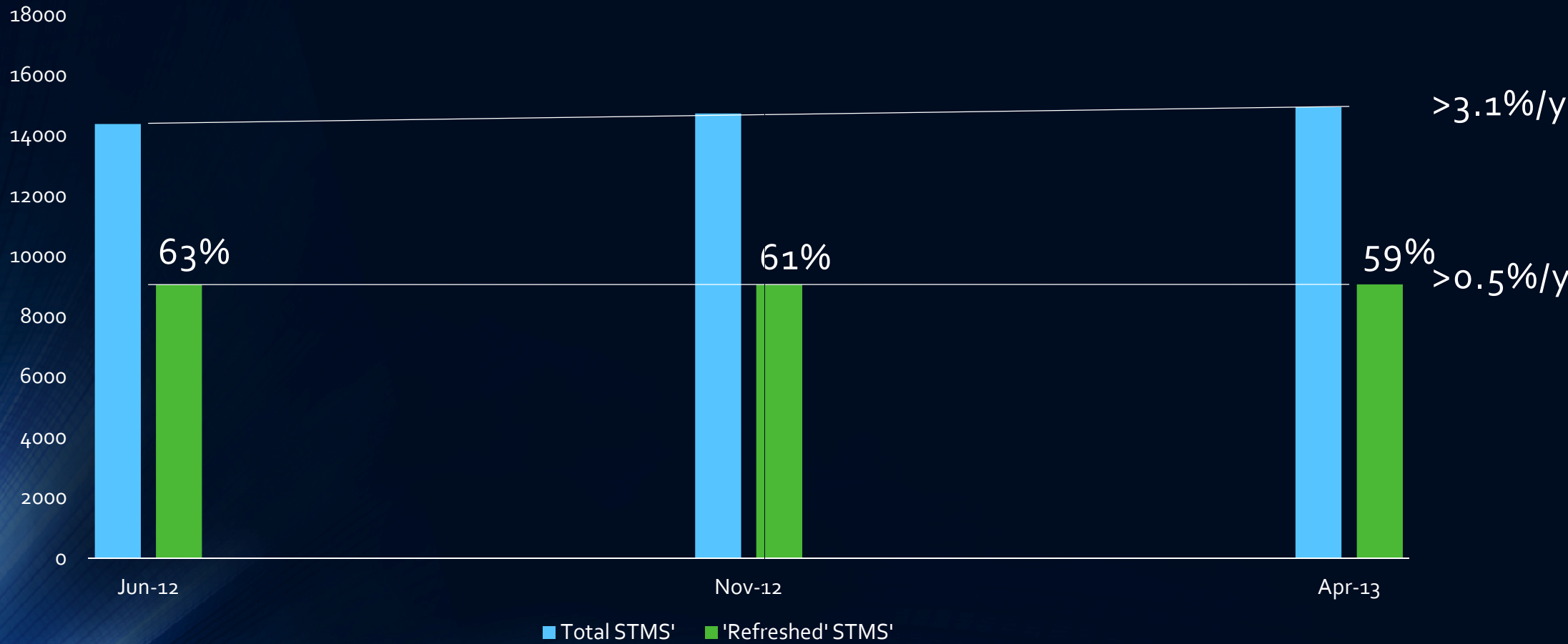


en from analysis of three recent or ongoing Auckland Capital Project TTM budgets

Our Numbers



Our STMS'



What does the future hold (with these projections)

- By December 2014 – ‘Refreshed’ Level 1 STMS individuals will make up only 48% of all Level 1 STMS’
- By November 2016 – ‘Refreshed’ Level 2/3 NP individuals will make up only 49% of all 2/3 NP’s (currently 83%)



Numbers

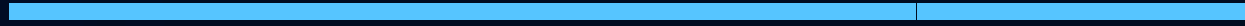
Longevity

The 'Hand-me-down' training system

THE ONLY WAY WE KNOW

?





Less time



Higher standard



More rounded

13 Traffic Management Providers

4 have formal practical training systems



Theory isn't
enough

Situational Leadership

1. Observe/Learn/Read

"I'm keen, but I don't know where to start"

2. Shadow

"Why aren't I getting this? I'm useless!"

3. Reverse-Shadow

"This is easy. Next?"

4. Demonstrate

"Perfect"

A three pronged approach

Get some visibility

Keep them current

A system for practical training

Get some visibility



Onsite Auditing & Coaching



1 April
207 / 300 points



30 June
253 / 300 points



Keep them current

Teach them how to fish?

Regular, practical toolboxes

Self-run workshops

A CoPTTM Quiz

The sky is the limit

One-on-one goal setting
Mystery shoppers
Role-plays
Regular feedback sessions
site problem solving scenarios
Rotation policy
'Trainer' Endorsements
Internal awards / competitions



Art or Science?

“any activity regarded as a medium of imaginative or creative self-expression”

“a systematically organized body of knowledge on a particular subject”

Intelligent
initiative, when
expressed in the
right direction –
is the single
most valuable
quality in an
STMS

