Training our People

MATCHING PRACTICAL WITH THEORY

DAVE TILTON – DIRECTOR, PARALLAXX LIMITED



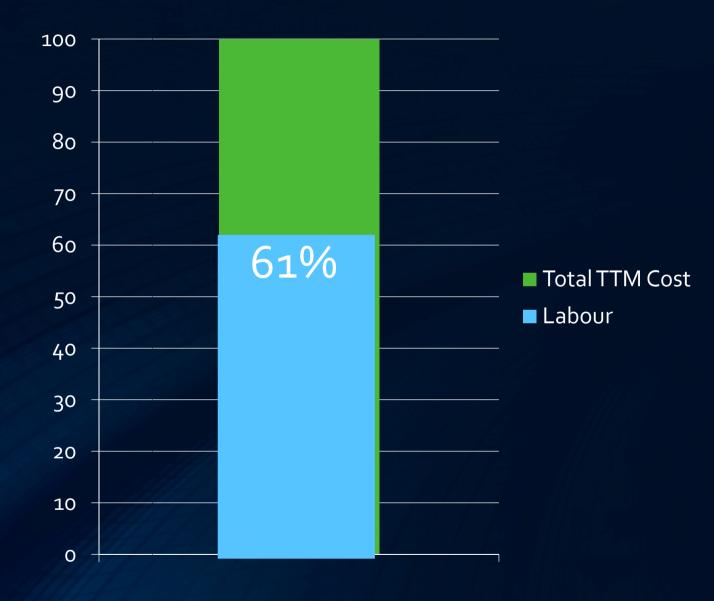
THE MOST INTELLIGENT METHODOLOGY



Safety of Road workers & road users

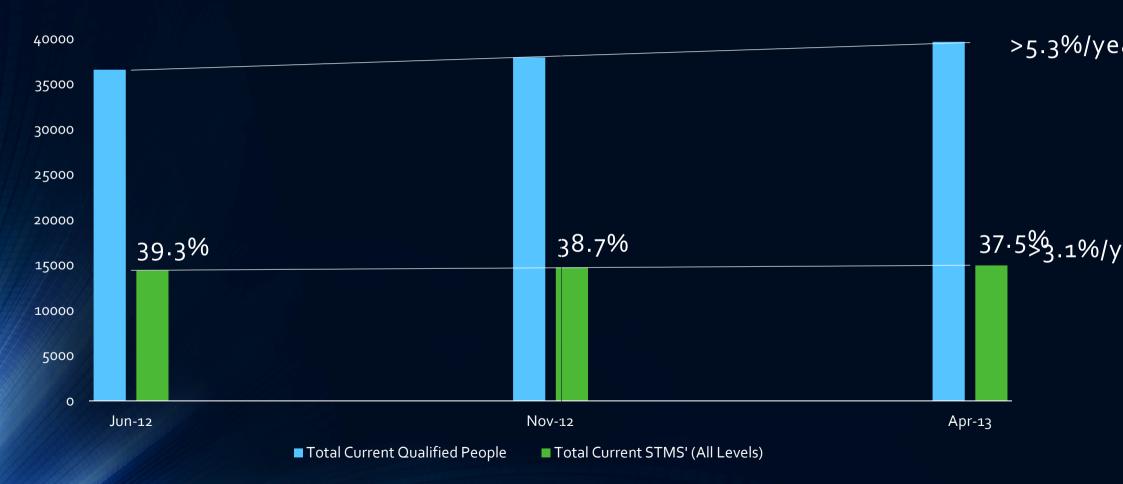


Where does the money go?



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

Our Numbers

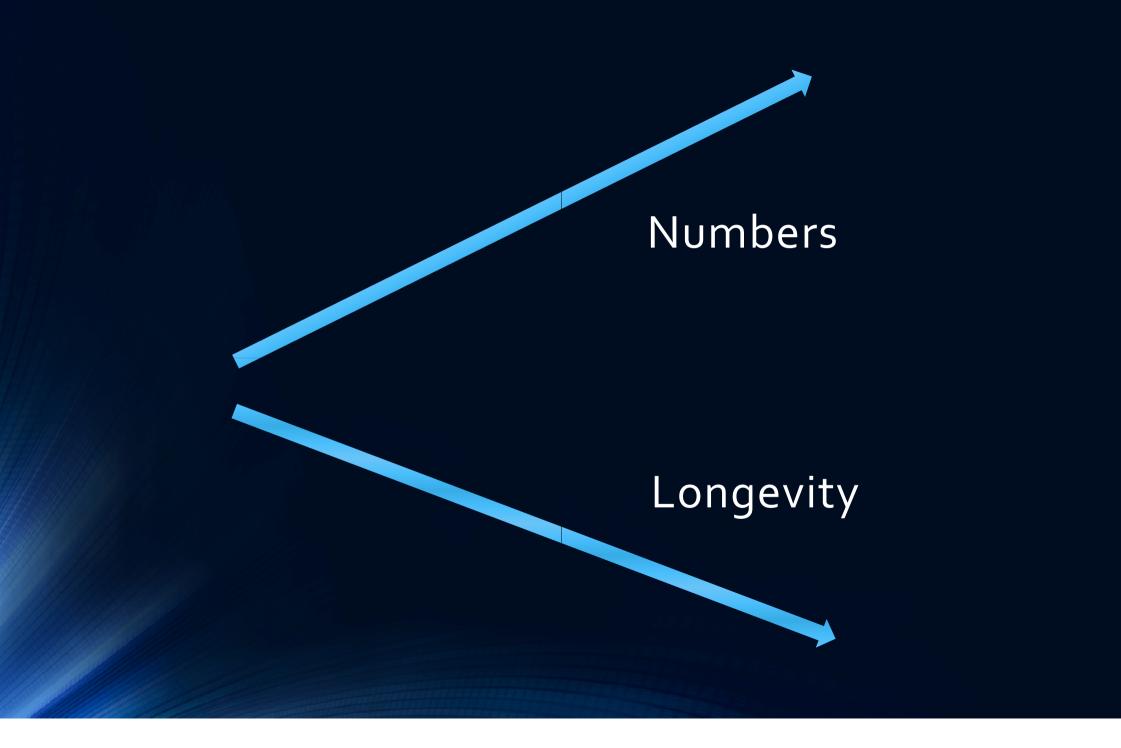


Our STMS'



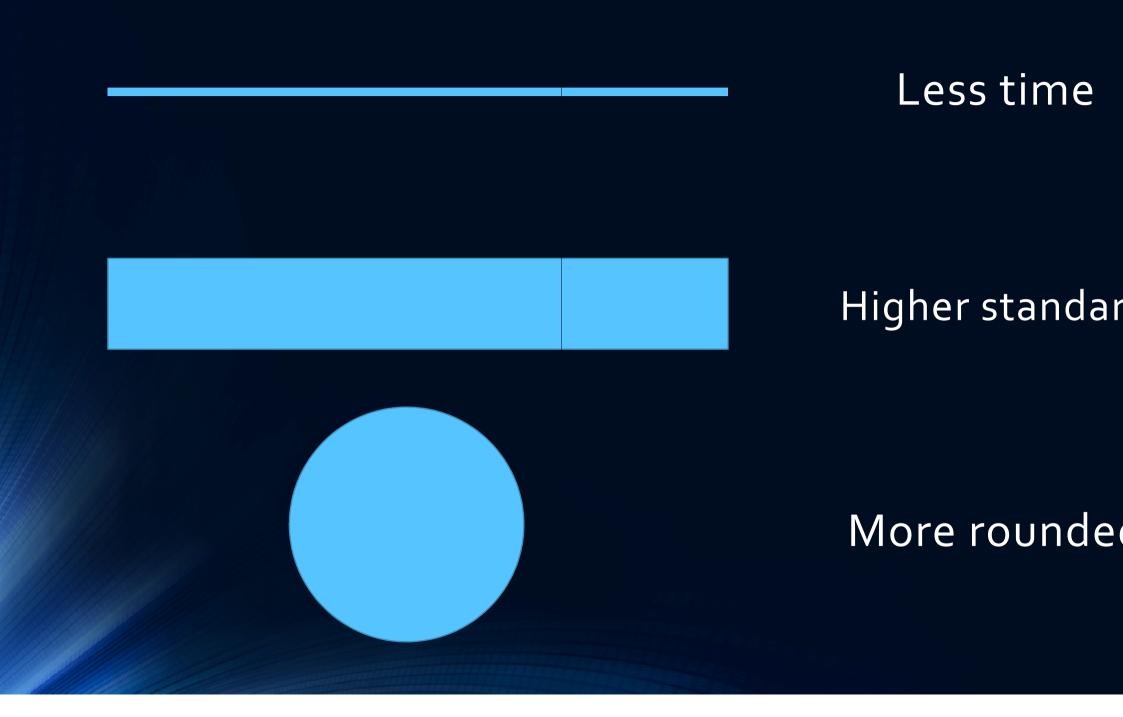
What does the future hold (with these projections)

- 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%)



The 'Hand-me-down' training system





13 Traffic Management Providers

4 have formal practical training systems



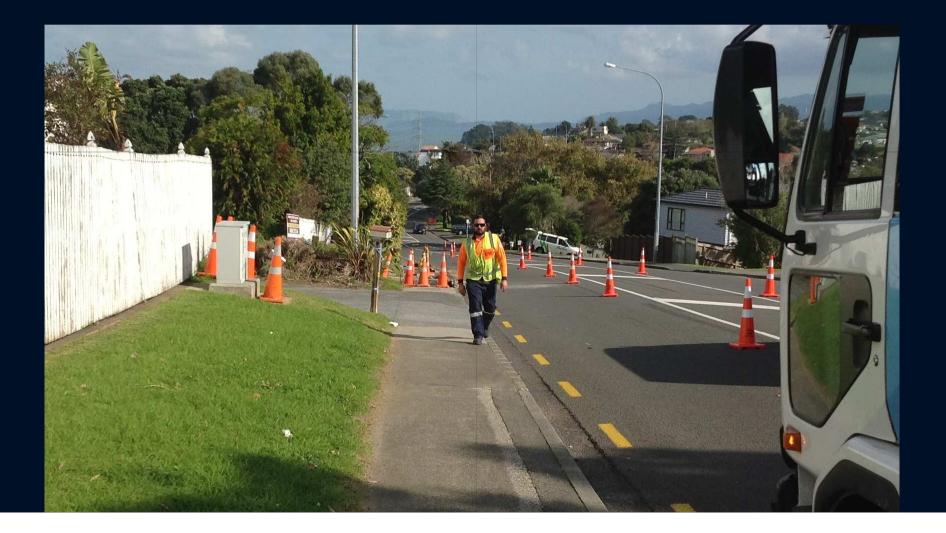
Theory isn't enough

Situational Leadership

- 1. Observe/Learn/Read
- "Im 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

A practical training system So your team is trained the way <u>you</u> want them to be

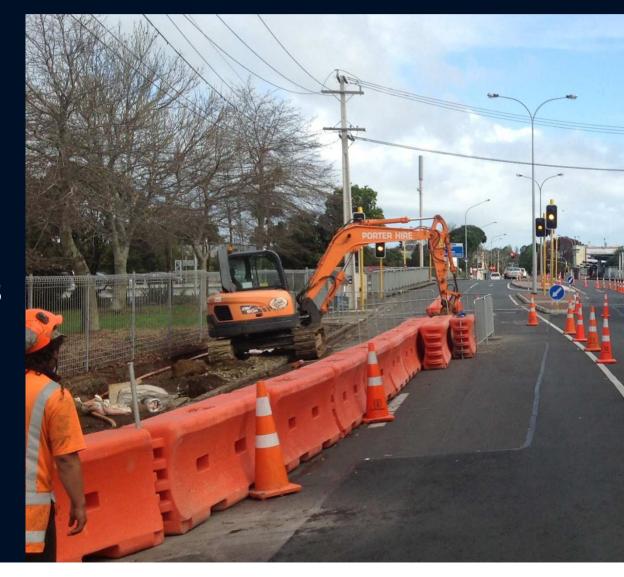
raining Checklist					Name: Date:			
HE FOLLOWING LIST IS NOT EXHAUSTI\ ELOW TOPICS.	/E, QUE	STIO	NING \	NILL C	CCUF	R ON A	NYTH	ING SURROUNDING THE
F AN INDIVIDUAL CANNOT DEMONSTRAT HEY ARE NOT DEEMED COMPETENT TO SIGN OFF THE NEXT FOLLOW UP (F/UP) B	E THE BE SIG BOX RE	LISTE SNED SPEC	D SKII OFF. I TIVE T	LL WIT F INST O THA	HOUT RUCT	INST ION C	RUCT R MO	ION OR ASSISTANCE, THEN RE COACHING IS GIVEN,
<u>RT Procedures & Use</u> Stop/Go RT Use Terminology and Language	F/Up	F/Up	F/Up	F/Up	F/Up	F/Up	F/Up	Tested (name/date)
Toolboxing/Paperwork Understand Toolboxing Understand onsite inductions Deliver a successful toolbox (witnessed) Deliver a successful induction (witnessed) Develop and implement an effective Site Emergency Plan Conduct a thorough Hazard ID (site) Demonstrate understanding of all TMP								

Teach them how to fish? Regular, practical toolboxes

Self-run workshops ACoPTTMQuiz

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 ternal awards / competitions



Art or Science?

"any activity regarded as a medium of imaginative or creative selfexpression"

"a systematically organized body of knowledge on a particular subject"

Intelligent nitiative, when xpressed in the ght direction – is the single most valuable quality in an STMS

