

Leadership in Oilfield Safety

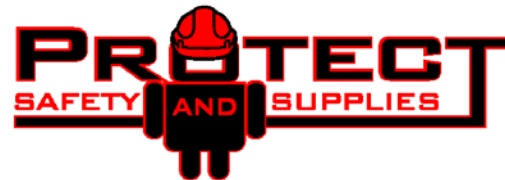
Enable Others to Act

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ISNetworld maintenance



Safety Professionals for your short term or long term assignments



The AAA Driver Improvement Program

Driver training-class and course



We deliver to your site or rig location!



OSHA 10 and 30 hour training We come to you!

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Fourth practice of Exemplary Leadership

- **Foster Collaboration**
 - Leaders understand that to create a climate of collaboration they need to determine what the group needs in order to do their work and build the team around common purpose and respect.
- **Create a climate of Trust- The more trusted people feel, the better they innovate**
 - Be the first to Trust
 - Be open to Influence
 - Share Information and Resources

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Fourth practice of Exemplary Leadership

- **Facilitate Relationships**
 - Develop Cooperative Goals and Roles
 - A focus on a collective purpose binds people into cooperative efforts.
 - Support Norms of Reciprocity
 - Structure Projects to Promote Joint Effort
 - After all, if you could do it alone, why would you need a team?
 - Support face-to-face Interactions
 - Every significant relationship should be treated as if it'll last a lifetime.
 - Get people interacting, ask questions, listen, take advice.

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Fourth practice of Exemplary Leadership

- Strengthen others by increasing self-determination and developing competence.
- **Enhance self- determination-** Any leadership practice that increases another's sense of self-determination, self-confidence and personal effectiveness makes that person more powerful and successful.
 - Provide Choices
 - Design Jobs to Offer Latitude
 - Foster Accountability - Accountability results in feelings of ownership

Key to safety program

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Fourth practice of Exemplary Leadership

- **Develop Competence and Confidence**
 - Educate, Educate, Educate
 - Leaders are genuinely interested in those they coach
 - Organize Work to Build Competence
 - Foster Self-Confidence
 - Leaders Coach
 - Conduct a monthly coaching conversation

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Fourth practices of Exemplary Leadership

Conduct a monthly coaching conversation

- Where are we going?
 - I'll tell you where I think we're going?
 - You tell me where you think we're going?

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Five practices of Exemplary Leadership

Conduct a monthly coaching conversation

- **Where are we going?**

- I'll tell you where I think we're going?

- You tell me where you think we're going?

- **Where are you going?**

- I'll tell you where I see you and your group going

- You tell me where you see you and your group going.

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Five practices of Exemplary Leadership

Conduct a monthly coaching conversation

- **Where are we going?**
 - I'll tell you where I think we're going?
 - You tell me where you think we're going?
- **Where are you going?**
 - I'll tell you where I see you and your group going
 - You tell me where you see you and your group going.
- **What are you doing well?**
 - I'll give you my sense of what you're doing well
 - You give me your sense of what you are doing well

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Five practices of Exemplary Leadership

Conduct a monthly coaching conversation

- **Where are we going?**
 - I'll tell you where I think we're going?
 - You tell me where you think we're going?
- **Where are you going?**
 - I'll tell you where I see you and your group going
 - You tell me where you see you and your group going.
- **What are you doing well?**
 - I'll give you my sense of what you're doing well
 - You give me your sense of what you are doing well
- **What suggestions for improvement do you have for yourself?**
 - I'll tell you the suggestions I have
 - You tell me what suggestions you have

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Five practices of Exemplary Leadership

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 - You tell me where you think we're going?
- **Where are you going?**
 - I'll tell you where I see you and your group going
 - You tell me where you see you and your group going.
- **What are you doing well?**
 - I'll give you my sense of what you're doing well
 - You give me your sense of what you are doing well
- **What suggestions for improvement do you have for yourself?**
 - I'll tell you the suggestions I have
 - You tell me what suggestions you have
- **How can I help you?**
 - I'll add anything else I think I can do
 - You tell me what I can do to help and support you

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- **Where are you going?**
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 - You give me your sense of what you are doing well
- **What suggestions for improvement do you have for yourself?**
 - I'll tell you the suggestions I have
 - You tell me what suggestions you have
- **How can I help you?**
 - I'll add anything else I think I can do
 - You tell me what I can do to help and support you
- **What suggestions do you have for me?**
 - I'll tell you what I think I need to do
 - You tell me what you think I should do

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Thank you

Questions?

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