



# SUMMER SAFETY DAY 2021





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## Agenda:

- Welcome and safety moment.
- Corporate championship “The Peak” – Introduction.
- Discuss in teams: options 1,2,3 and 4.



# COMPANY–WIDE CHAMPIONSHIP “THE PEAK”



This year Summer Safety Day opens the corporate championship “The Peak”.

The championship will cover a wider range of activities of the Sakhalin-2 project, evaluation criteria have been developed for each of them, focused not only on safety, but mainly on how individuals and teams contribute to the effectiveness of each facility and division.

**The main topics within the “The Peak” championship will be:**

- safety and health;
- professionalism and self-development;
- leadership;
- social and environmental responsibility of the company.

The championship will be competitive between the 24 participating teams.





# SUMMER SAFETY DAY 2021



All topics of the corporate championship "The Peak" are aimed at continuous improvement – searching for effective ways of doing business without jeopardising safety, the environment, the health of our people or reliability.

These topics are in tune with the Sakhalin Energy core values, which we will discuss during Summer Safety Day:

- honesty and integrity;
- respect and care for people;
- professionalism and individual responsibility;
- continuous improvement and teamwork.



# OPTION 1

# HONESTY AND INTEGRITY



**Behave ethically and with integrity. Tell the truth, no matter what. Fully address the situation.**

Which activities or tasks do we do here, (or we influence) that have the potential to seriously hurt someone, cause asset damage or harm to the environment?

- How do we know whether we are in control of the risks associated with this activity / task? How could those barriers fail?
- What protects us from serious consequences if the hazard is released? Is that enough? If not, what else or what differently do we need to do?



# HONESTY AND INTEGRITY



**Did you feel able to speak up?**

**YES/NO**

- What conditions can make people not feel secure and safe to speak up, or to be themselves?
- What can each of us do to make it easier for others to speak up, or to be themselves?





# LEARNER MINDSET



Having a “learner mindset” can help us:

- Make us better listeners.
- Make us more aware of our surroundings / ways of work and look for improvements.
- Make us more aware of what can fail and how to prevent it.
- Be open to new ways of doing things.
- Enable us to admit to mistakes and learn from them.
- Create an environment where people feel able to speak the truth.





# HONESTY AND INTEGRITY



**What action can you commit to do to further develop your “learner mindset”?**



# HONESTY AND INTEGRITY



**Optional: next slide is recommended for  
Production Assets.**



# LEARNER MINDSET IN ACTION

## The Step 7 process is designed to:

- Prepare for a task.
- Verify all steps needed to carry out a task are in place before starting work.
- Check if personnel are working safely (pause the job and have a safety conversation).
- Check that new arrivals to the task are ready to work safely.
- To conduct “after action reviews” with the work group – What went well? What could we do better?

Assist & Assure (A&A)

## STEP 7 SAFE WORK PROCESS

**“STARTING WORK IS NOT STEP # 1”**

1	PLAN	What is the job? What are the phases? What are the hazards and controls? What came out of the job risk assessment? How do we apply the Hierarchy of Control? What is your role? How often have you done this job?
2	COMMUNICATE	Which instructions did you receive for this job? What specifics about this job was communicated to you? How do you communicate during the execution of the job?
3	CHECK EQUIPMENT	What equipment are you using? How do you know it is in good shape? What can go wrong with it? What kind of certification, tests or rates are applicable? How did you check?
4	PREPARE AREA	Where do you have Red Zones or NO GO Zones? Where could you trip or fall? What other work is going on around/above/below you?
5	CONTROL ENERGY	Which isolation (Lock-Out Tag-Out) is in place? Where do we have stored pressure? Which fluids do you need to drain? How can people be in the Line of Fire?
6	FINAL CHECK	What do you do in case of an alarm? What are the Escape Routes? Which FOCUS AREAS apply to the job? What is agreed about supervision? How was WALK THE LINE conducted?
7	START WORK	Which Life Saving Rules are applicable? Example safety alert. Can this happen to use? When would you intervene? Specific example? What if anything changes?

**STARTING WORK IS STEP #7**





## OPTION 2

# RESPECT AND CARE FOR PEOPLE



# RESPECT AND CARE FOR PEOPLE



**Recognise people as the most valuable asset and treat them as the key enabler of business success.**

Which activities or tasks do we do here, (or we influence) that have the potential to seriously hurt someone, cause asset damage or harm to the environment?

- In which of these do we rely on people as our main barrier?
- What errors could someone make?
- What could make those errors more likely?



# THE “DEADLY DOZEN”. FACTORS THAT INFLUENCE THE PROBABILITY OF MAKING MISTAKES



1. Situational awareness
2. Capability
3. Fatigue
4. Distractions
5. Pressure
6. Fit for duty
7. Teamwork
8. Local practices
9. Culture
10. Complacency
11. Communications
12. Alerting

The “Deadly Dozen” refers to twelve common conditions that can act as precursors to human error, leading to incidents.

These conditions can influence people to make unintentional mistakes.





# RESPECT AND CARE FOR PEOPLE



- What do you do to take care of your own and others mental and physical wellbeing?
- What can we do, individually and collectively to make an error less likely and keep us all healthy and safe?

## Questions for open-group discussions:

- What have I stopped doing during the pandemic? Discuss the consequences
- What have I started to do during pandemic? Discuss the consequences.
- What are the simple ways you can take care of yourself?

## Write down the outcomes:

- What strengths and weaknesses did the pandemic show me I have?
- Share your story/ advice / lifehack regarding Stress resilience, Fatigue, Healthy habits, Emotional/Professional Burnout, Work and life balance, Lifestyle, etc.

## Create commitment:





# RESPECT AND CARE FOR PEOPLE



**What action can you commit to do to take care of your own or other's wellbeing?**





## OPTION 3

# PROFESSIONALISM AND INDIVIDUAL ACCOUNTABILITY



# PROFESSIONALISM AND INDIVIDUAL ACCOUNTABILITY



**Take personal responsibility for your own and others safety and health.  
Motivate and energise individuals within teams.  
Create an atmosphere for growth and development.**

Which activities or tasks do we do here, (or we influence) that have the potential to seriously hurt someone, cause asset damage or harm to the environment?

- What challenges or dilemmas does the current work and external environment create on how we control the risk? (e. g. shortage of people / critical equipment / material, deferred maintenance / assurance)?
- What can you do as an individual for us to be able to stay safe in the current situation?





# PROFESSIONALISM AND INDIVIDUAL ACCOUNTABILITY



**Did you feel able to speak up?**

**YES / NO**

- How easy do you feel it is to speak up and share your ideas or concerns?
- Is it easy for others?
- What can we do to feel more comfortable speaking up to share our ideas or concerns?
- What can each of us do to make it easier for others?





# HUMAN PERFORMANCE, LEARNER MINDSET AND PSYCHOLOGICAL SAFETY

## We all make mistakes.

Organisations **influence their systems and people**; the context drives behavior.

Actions are **rarely malicious**, but well-meaning behaviors intended to get the job done.

Majority of errors associated with **incidents stem from latent conditions**.

Understanding **how and why errors occur** can help us prevent them.

We can **predict or prevent**, and **always have to manage error-likely situations**.

How **leaders respond to failure matters**; we need to learn from mistakes.

People who **feel valued** are more engaged.

Our people are the **masters of their job and the key to solutions**.



Human Performance is the way People, Culture, Equipment, Work Systems and Processes interact as a system.



Improvements

Risks

Learner Mindset

Psychological  
Safety

Speak up  
Heard  
Respected



# LEARNER MINDSET



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# CONTINUOUS IMPROVEMENT AND TEAMWORK



**What actions can you commit to do to further  
develop your “learner mindset”?**





## OPTION 4

# CONTINUOUS IMPROVEMENT AND TEAMWORK



# CONTINUOUS IMPROVEMENT AND TEAMWORK



**Seek to continuously improve. Implement a winning team culture. Share experience, knowledge and learnings with colleagues. Provide an inclusive work environment where diversity is valued.**

Which activities or tasks do we do here, (or we influence) that have the potential to seriously hurt someone, cause asset damage or harm to the environment?

- How is teamwork important in ensuring those activities / tasks are implemented safely?
- What can damage teamwork?
- How can that impact on achieving continual improvement?



# HUMAN PERFORMANCE, LEARNER MINDSET AND PSYCHOLOGICAL SAFETY

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Respected





# CONTINUOUS IMPROVEMENT AND TEAMWORK



- How can we ensure we focus deeply enough on WHY mistakes are made, and not by WHO?
- How can that contribute to achieving continual improvement?



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# LEARNER MINDSET IN ACTION

## Building a strong team:

### BUILD COMMON GROUND

- During communication, look at the other person, show interest, nod, smile.
- When addressing your interlocutor, show empathy and concern, and look for common interests.
- Show genuine interest and curiosity in others. Identify and create shared goals.

### LIFT PEOPLE UP

- Remember that a mistake is an involuntary, unexpected event, but there is a valuable lesson to be learned from every mistake. See mistakes as a necessary part of growth.
- Encourage and thank your colleagues for fresh ideas and non-standard thinking, as well as for showing care and concern.
- Inspire each other by celebrating success.
- Provide everyone with equal opportunities for development.

### HELP CREATE CLARITY

- Share information proactively.
- It is especially important to make sure that everyone who needs to be informed is up to date.
- Feel free to share your thoughts and ideas.
- Trust your colleagues' choice.
- Create goals and plans with your team.
- Share the reasons for your decisions.





# CONTINUOUS IMPROVEMENT AND TEAMWORK



**What action can you commit to do to further develop  
your “learner mindset”?**



**THANK YOU FOR YOUR ATTENTION!**