

We won't leave you stranded!

Thank you for your interest in the JOURNEYprogramTM.

Our Program provides individuals with a series of skills and tools that facilitate the development of an organisation.

Training and coaching using the Journey ProgramTM works as the skills and tools are fundamentally the same for each organisational level. Simplifying the complexities of leadership, team membership, risk management, planning and organisational culture the Program creates an intuitive common language to bridge organisational boundaries and develop partnerships for the benefit of individuals and the team.

Each of the courses and resources within the Program follows a similar 'path' and use the same terminology and tools. The Journey books are both training materials and practical workplace resources to continue the journey after training.

Organisations who use the Journey Program are equipped with a suite of easy to use problem solving and communication tools with a focus on preventing harm, a key indicator of organisational success.



The main components of the Journey ProgramTM are:

- » **Journey ProgramTM for Supervisors:** A leadership skills development program providing the leader with a suite of practical tools for team engagement, with a focus on injury prevention.
- » **Journey ProgramTM for Safety Leaders:** A program to equip safety professionals with technical safety and leadership skills enabling effective risk management advice to be communicated to the leadership team.
- » **Journey ProgramTM for Team Members:** A series of Journey program tools to assist the delivery of a consistent message to employees. This package is designed to be customised.
- » **Journey ProgramTM for Managers:** A short version of the Journey Program to enable the senior Managers to have a clear understanding of the Journey Program. A Company Director version of this resource is planned.
- » **Journey Program Toolbox:** A series of tools to assist the implementation of the Journey Program including a performance management process, planning templates, risk registers, field observation tools, newsletter.

To assist the delivery of The Journey Program:

- » **Competency based training:** The Safety Leader program is available as a nationally accredited training program leading to a WHS qualification. The Supervisor program is also being updated to a formal Front Line Manager qualification.
- » **Participation courses:** All the benefit of the Journey Program materials but no assessment, leading to an 'informal' certificate of attendance.
- » **Delivery Mode:** We will customise the delivery mode according to your needs. The program has been delivered on remote sites and in metro area offices, in 4 person workshops and in a 22 person 'classroom'. An online version of the Supervisor book is available for customization.
- » **Customisations:** All parts of the Journey Program may be customised for organisations or larger groups.
- » **Coaching:** Trainees can be provided additional one on one or small group support to enhance their skills using a Journey Program coach.
- » **Consultants:** Experienced WHS consultants trained in the Journey Program provide a consistent approach to any aspect of the prevention of harm.

Ask us to tell you more about the JOURNEYprogramTM on: 08 6270 6357

The Supervisor Journey Program: an example of a workshop format:

Session	Title
One	<p>Introduction</p> <p>The Journey Program™ relies on several fundamentals such as risk management, definition of risk and hazard, laws and standards and establishing a partnership with the risk owners. Participants will be taken through these concepts using examples from the Supervisor book and apply them to their own experiences. A commitment to making improvement can be used at a practical exercise.</p>
Two	<p>Journey Program™ Diagram</p> <p>At the core of the Journey Program™ is a diagram, which integrates several important risk management concepts. Participants will be guided through the diagram and discussions will be structured to ensure participants adequately understand its main features. Participants will demonstrate their understanding of the diagram to others in the practical exercise.</p>
Three	<p>Ten Rules of Leadership</p> <p>The ten rules of leadership will be discussed. The ten rules provide a structure for leadership behavior and are a valuable everyday guide. The coach will choose one or two for the practical exercise according to the participants needs.</p>
Four	<p>Communication Skills</p> <p>All leaders need to be able to communicate in a variety of forms and in different situations. This session will introduce a series of communication tools to assist the participants with their communication skills, and, active listening skills i.e. how they are perceived by their team members.</p>
Five	<p>Planning for Performance</p> <p>Leaders need to be able to divide a major piece of work into manageable tasks for their team, and then monitor the performance of their team to these tasks. This session gives participants a variety of tools enabling them to guide their teams in the work that is required. Several options for practical sessions are available, such as how to hold a planning workshop, which is an exercise in planning and engagement.</p>
Six	<p>Field Time</p> <p>All supervisors need to know what to do when they go and see their people in their workplace, and, have a well-developed understanding of why they need to go into the field. This session uses some of the Journey Program™ terminology to put this essential part of leadership into context.</p>
Seven	<p>Culture and Team</p> <p>Teams compromise individuals with different backgrounds, skills and knowledge. This session introduces the Journey Program™ cultural model, a simple way to remember what makes people different and therefore what the leader can do to manage this difference. This session is closely linked to the leadership rules workshop.</p>
Eight	<p>Safety Toolbox</p> <p>The session introduces several safety tools which will benefit the operational leader. Having an understanding of risk registers, investigations and injury management helps the operational leader to be prepared rather than learn after the alarm bell rings!</p>



Courses and Programs

Here are the courses and programs we offer.
The Journey Program can be customised to your needs.

1 Internal Organisational Change Program

This program is designed for organisations who will deliver the Journey Program themselves. We will train your trainers and provide the materials required. Formal training and coaching qualifications are available. Journey Program materials and templates such as newsletters, posters, risk registers, project planning, field observations forms can be customised to your organisation and your logo added as required.



2 Consultant Program

This program is designed for people who will deliver the Journey Program to a client organisation, or, who wish to use the Journey Program to enhance their consultancy products and services. The Journey Program suite of resources are provided to assist.



3 Participation Courses – small groups

The course is designed for people who will benefit from using the Journey Program during their normal work. We engage with groups of 4 to 8 people at a time, taking them on a personal journey of improvement.



4 Participation Courses – whole team

The course is designed for the development of a team. Using one facilitator for 10 to 12 people, several facilitators guide a new team on their improvement journey. This course is usually run as a series of five full day workshops.



5 Team Member Program

This material is designed to provide Team Members (i.e. employees) with a simplified version of the Journey Program with particular emphasis on being an effective team member.



6 Coaching Program

This program is designed for people who will benefit from using the Journey Program and some personal coaching to assist them to improve their performance. This program usually runs in association with the whole team or small groups programs. Individuals are provided approximately 1.5 hours personal coaching after each session (i.e. following the communication session they are given personal coaching in developing this skill).



7 Competency Courses

The Safety Leader course is designed for people who wish to gain a formal qualification for their training. The Supervisor course will be available as a Frontline Manager course (subject to demand).



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