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Rocky Mountain Education Center, OSHA Training Institute
UNITED STATES
Training in Support of Career Paths in Upstream ONSHORE Oil and Gas E&P
Worker Training Curriculum Development
Oil and Gas Exploration and Production Industry
Steering Committee

Jeff Brown, Whiting
Eric Esswein, NIOSH
Kurt Papenfus, CDC
Mary Jasek, TEEX
Dan Welschmeyer, Ensign Energy
Adam Kickish, Calfrac Well Services
Megan Meagher, OSHA VIII
Joan Smith, Red Rocks/RMEC
Jason Weatherford, Calfrac Well Services
Chuck Beck, Red Rocks/RMEC
Mark Nave, Blac Frac Tanks

Brice Stegner, MBI Well Services
Jane Pennell, QEP Energy
Nancy Hauter, OSHA VIII
Rick Ingram, BP
J.D. Dani, WY OSHA
Greg Hardy, Shell
Paul Breaux, IADC
Lane Miller, WS Safety
Dale Robinson, HR Safety
Calfrac Supervisors: Chris, Brian
Safe-Land USA Orientation

- Introduction and Orientation to O&G industry hazards
- Overview of safety standards and requirements

Tier II - Training OSHA 5810

- Intended for new and experienced employees requiring safety training
- Foundation for in-house or more in-depth training programs

Train-The-Trainer for O&G

- Pre Reqs: O&G industry experience with formal management education
- Training in how to teach adults

Tier III – Leadership Training Program

Field Leadership

- Intended for first line supervision requiring next level of safety training
- Content by Safety Area Topic Module
- Learning Objectives tied to identified hazards and supervisor responsibilities.
- Industry and OSHA standards tied to Learning Objectives
- Course notes and suggestions by Industry SME
OSHA 5810
Hazards Recognition and Standards Training Course for the US On-Shore Oil and Gas Exploration and Production Industry

Module 1: Course Introduction
Module 2: Safety, Health and Environmental Management Systems
Module 3: Health Hazards and Industrial Hygiene
Module 4: Hazard Communication
Module 5: Personal Protective Equipment
Module 6: Emergency Action Plans
Module 7: Fire Protection and Prevention
Module 8: Control of Hazardous Energy
Module 9: Electrical Hazards
Module 10: Machinery Hazards and Machine Guarding
Module 11: Mechanical Lifting and Hoisting Equipment (Material Handling)
Module 12: Walking and Working Surfaces
Module 13: Fall Protective Systems
Module 14: Confined Space
Module 15: Excavation Trenching and Protective Systems
Module 16: Inspection, Testing and Preventative Maintenance
Module 17: Motor Vehicle Operation
OSHA 5810 Open Enrollment Clients

Ac Training
Aims Community College
Alliance Business Services, LLC
American Energy Partners
Atkinson Construction
Automation Electronics
Artius Group
B&G Roustabout Service
Badlands Power Fuels
Baker Hughes Inc
BHI
Bill Barrett Corp
Bitumen/Insurance
Blac Pac Tanks Inc
Boots & Goots
Border States Electric
BP Alaska
BP America N.A. Gas
Calfrac Well Services
Calvert Services
CH Excavation LLC
Cimarron Energy
Concord Energy
Continental Resources Inc
Cruz Construction Inc
CS Consulting
Cudd Energy
Dakota Prairie Grasslands (USFS)
Dentsbury Onshore LLC
Devco Contracting, LLC
Eagle Rock Energy
Enbridge
Encana Oil Gas (USA) Inc
Ensign
Federal Signal
Fidelity Exploration and Production
FMIC Technologies Completion Svs
Forestier
Frandsen Safety Inc
GEO Drilling Fluids Inc
Grand Environmental
Halcon Resources
Halliburton Energy Service
Hess Corporation
Holland Consulting
Intermountain Safety Training
IPS
JJ Keller & Assoc.
JTD Inc
Key Energy Services
Legend Energy Services LLC
Linn Energy LLC
M&N Equipment
Marathon Oil Company
Mark Stonis Enterprises
MBI Energy Services
Merit Energy
Miller Insulation
Montana Safety Bureau
Murex Petroleum Corporation
Muffin Drilling
Nabors Drilling USA
Nalco Services Inc.
ND Workforce Safety Insurance
Newfield Production Co.
NIOSH
Noble Casing Inc
Noble Energy
North Dakota Safety Professionals
Northern Electric Inc
Oilfield Support Services
One Oxford Centre
Oneok Resides Midstream
Oxy USA
Pioneer Well Services
PostRock EnergyCorp.
Production Control Services
QEP Resources
Raven Drilling LLC
Resirkule
RM Welding Inc.
Solsten Energy Services
S S Roustabout
Samson Resources
Savanna Well Service
Savanna Well Service US
Scientific Drilling International
SM Energy
Solsten XP
Strelal Stanoska
Summit Energy Services
Sun Well Service
Terra Pacific Midwest
Triangle Petroleum
Trinidad Drilling
Trucking Services LLC
United Tribes Technical College
Whiting Oil Gas
Well Water Solutions and Rentals
Western Wyoming Community College
Whiting Oil Gas
Willbros Construction
Wyoming Casing Services Inc
Wyoming Contractor Assoc.
Xcel Energy
Zavanna, LLC

Total Trained 1,229
“The crazy thing (about being promoted) is that it’s not about you anymore. Before you were a manager, your number one job was to accomplish tasks. Now, your number one job is to help other people accomplish the tasks in an outstanding way.”

--You’re the Boss--Now What? 7 To-Do’s as a First-Time Manager, Forbes, 6/08/2012 (http://www.forbes.com/sites/dailymuse/2012/06/08/youre-the-boss-now-what-7-to-dos-as-a-first-time-manager/)
**Job Functions**

**SHIFT**

*Numbers are in percentages*

- **Regional Manager**
  - Technical Work: 0.50
  - Directing People: 40.5
  - Job Planning: 50

- **Area Manager**
  - Technical Work: 10
  - Directing People: 50
  - Job Planning: 40

- **Work Site Supervisor**
  - Technical Work: 30
  - Directing People: 60
  - Job Planning: 10

- **Crew Lead**
  - Technical Work: 60
  - Directing People: 30.5
  - Job Planning: 0.50

- **Crew Member**
  - Technical Work: 80
  - Directing People: 10.5
  - Job Planning: 0.50
Field Leadership

The Leader Sets the Tone –
HSE leadership effectiveness is measured in the safety performance of the crew

Course Goal:
Participants will engage in **active scenario based learning** to identify and learn to **adapt their leadership style** to be successful in communicating, motivating and inspiring a diverse workforce to achieve the desired balance of worker safety, quality work, and production outcomes in the upstream oil and gas industry.
“Let’s talk about the impact on our people.”
Dr. “Bones” McCoy

“Show me the next big idea!”
Scotty

“Let’s do it right the first time.”
Spock

“Get the job done now.”
Captain Kirk
Amiable (Support Specialist)
* SUPPORTIVE * RESPECTFUL
* AGREEABLE * DEPENDABLE
* EMOTIONAL * SLOW PACED
* COMFORTING * WILLING
* PEOPLE ORIENTED
* MODERATE VOICE INFLECTIONS
  • MODERATE ANIMATION

Expressive (Social Specialist)
* EXCITABLE * PERSONABLE
* UNDISCIPLINED * REACTING
* STIMULATING * DRAMATIC
* ENTHUSIASTIC * FAST PACED
* PEOPLE ORIENTED
* MANY VOICE INFLECTIONS
* LOTS OF ANIMATION

Analytical (Technical Specialist)
* TASK ORIENTED * SLOW PACED
* INDECISIVE * CRITICAL
* EXACTING * STUFFY
* ORDERLY * SERIOUS
* PERSISTENT * FACTUAL
* NO VOICE INFLECTION
* NO ANIMATION

Driver (Control Specialist)
* TASK ORIENTED * FAST PACED
* BUSINESS LIKE * DETERMINED
* TOUGH MINDED * DECISIVE
* EFFICIENT * REQUIRING
* DOMINATING * PUSHY
* FEW VOICE INFLECTIONS
* USES LITTLE ANIMATION
Handout 3-5
Conflict Scenario A

George: Where have you been all day?
Tom: What do you mean? I have been down in the sub pressure washing.
George: Really? I've been down there three times and haven't seen you.
Tom: Well, the power washer nozzle broke and I had to look around for a new one. They are usually in the Combo House but I couldn't find any.
George: Fixing the power washer nozzle?
Tom: Yeah, it's been broken since last hitch and the guys on relief never fixed it so I got stuck picking up the slack.
George: Well here's the deal, I thought this little project was only going to take you about two hours and you have been gone for the whole day.
Tom: Well I didn't expect to have to fix the power washer and, the sub was all messed up after the trip last night.
George: Dade, what's going on with you?
Tom: Nothing!
George: Cool, but I want to make sure you've got your head in the right spot. We've got a lot of work to do today.
Tom: I'm on it, where's the line?
George: Maybe you need some time to think about it?
Tom: Man, I don't need any time. I just need you to leave me alone so I can get my stuff done. I'm making no progress dollin' here arguing with you.
George: Well here it is: You can take care of it or you can suck 'em up and head to the house.
Tom: Forget it! I'm out of here!!

Handout 3-6
Conflict Scenario B

George: Where have you been for the last couple hours?
Tom: I've been down in the sub cleaning all that stuff up.
George: Well I've been around a couple of times and didn't see anything going on. Seems like everyone is taking today.
Tom: Dude, I was there. It's a freaking mess in there!
George: Sorry about that, guy. I probably should have gotten someone else to help you out since morning tour made a mess last night on their trip.
Tom: It's always like that after those guys leave and I'm getting no help from anyone today! And they left the pressure washer all jacked up!
George: What's up with the pressure washer?
Tom: The head is all messed up and the trigger sticks. It was like that last hitch!
George: Yeah bro I forgot to tell the push we needed new heads. That's my bad.
Tom: Whatever, man. It's not your fault.
George: Hey I will talk to relief about fixing stuff when they break it, but you sound a little off today. What's going on?
Tom: Man, my ex-wife is after me about spending time with our kids. She doesn't think I'm around enough.
George: Sorry to hear that, you need some time to get your head together?
Tom: No, man. I'm cool.
George: Well I just want to make sure you're in the right place because we got a lot of stuff to do.
Tom: I know, I'm kind of a little pre-occupied with some personal stuff right now.
George: Well let me know if you need some time and I can work on someone to cover for you for the rest of the hitch. COOL?
Tom: I will. Thanks.
Field Leadership

The Leader Sets the Tone –
HSE leadership effectiveness is measured in the safety performance of the crew

The course is comprised of six modules:

1. Interpersonal Behaviors
2. Mentoring and Coaching
3. Problem Solving & Conflict Resolution
4. Job Planning - Situational Awareness
5. Continuous Quality Improvement - Loss Control
6. Improving Working Relationships in Challenging Environments (SIMOPS)

September 2014-Current
Train the Trainer Completers - 195
Student Completers - 401

Next Train the Trainer Session -
North Dakota –
November 8-10, Bismarck, North Dakota (NDSC)
Registration: https://rmecosha.com/ogop120grant
Training in Support of Career Paths in CONSTRUCTION for Latino Workers
Intercultural

Have you read OSHA’s new 2016 poster?

Among individuals, as among nations, peace is the respect of others’ rights.”
~ Benito Juárez

(Entre los individuos como entre las naciones, el respeto al derecho ajeno es la paz.)
What is OSHA’s rationale behind the statement in the new OSHA poster?
Workplace Communication

Is your messaging being received and understood?

- Intercultural
- Intergenerational
“The number one reason people leave their jobs is because of their manager.”

(Source: 2013 survey by HR services firm Randstad)