

THE IN-HOUSE TRAINING COMPANY

PROPA™ – delivering safety and business benefits through RIISC

The problem

Health and safety activity, training included, is often seen as something to be undertaken solely in order to achieve compliance. It is seen as a cost rather than an opportunity, which is why so many organisations miss out on the extensive benefits that can accrue from the rapid and effective implementation of health and safety best practice.

The solution

Persuade senior management that, by combining the best safety practices with a proven business improvement methodology, a robust transformation programme could deliver a minimum 5:1 return on investment as well as a variety of other benefits.

Hence PROPA™ – **PRO**fit through **Pos**itive **Act**ion

PROPA™ is a new approach to health and safety training and consultancy, combining the two in a powerful programme that delivers far more business and safety benefits than either training or consultancy could achieve on their own.

How does it work?

PROPA™ uses the innovative RIISC tool, to deliver rapid implementation of sustainable change, which is applied as follows:

- **Roadmap** – a one-day workshop would be held to support your organisation in setting the direction of the improvement process. This includes identifying what needs to change, how it needs to change, how to motivate the team through the change, the client-specified objectives and operating parameters, payback criteria and logistics involved.
- **Initialisation** – within two weeks of the Roadmap workshop, and depending on the size of the 'problem' and client-led specifications, one to three days would be spent on initialisation, ie, preparing the organisation for improvement, gaining commitment from the team, fact-finding, legislative gap review, opportunity and policy review, communication and consultation workshop and training in PROPA™ tools.
- **Impact** – within two or three weeks of initialisation, again depending on the size of the 'problem' and specification involved, the impact stage takes two to five days to secure improvements, implement primary controls and systems, undertake risk assessments and deliver focused training in the new processes.
- **Sustainability** – at least two days would be spent over the next three weeks on monitoring and confirming the effectiveness of the improved process, ensuring that the team have the skills to manage it safely and effectively and finalising all documentation and maintenance schedules.
- **Continuous improvement** – over the next two or three months one day each month would be spent on embedding the new approach, achieving a permanent change to behaviours and culture through continuous improvement, management systems and individual incentives (eg, recognition, health audits, etc).

Is it for you?

This process is suitable for all types and size of organisation. A single 'pass' through the RIISC cycle delivers significant results to smaller companies, whereas larger organisations will need more than one 'pass', each looking at a different 'value' stream, to enable the PROPA™ process to deliver sustainable change.

What are the benefits?

All PROPA™ programmes deliver:

- A **guaranteed** return on investment (ie, if we don't cover the fee, it's returned, in full)
- Minimum target 2:1 return on investment
- Conformity to health and safety best practice
- Reduced risk
- Changed behaviours

The programme for medium-sized business, focusing on critical business areas, also delivers:

- Skills transfer
- Elimination of multiple risks
- Improved sustainability

The immersion programme for large organisations inevitably has a greater focus on the people issues, ie, skills and cultural change programmes, delivering all the benefits outlined above plus:

- Cultural change
- Health and safety 'designed in' to key business value streams
- Health and safety embedded as a strategic business tool for long-term benefit

Who does the work?

PROPA™ is the brainchild of two very successful consultants and we are delighted to have teamed up with them to offer this powerful new programme to our clients.

Mark is a Director of a consultancy specialising in organizational transformation and programme management. He began his career as a design engineer and latterly held a number of senior operational positions within blue chip companies before becoming Director of Consultancy for a major UK Trade Association. In this latter capacity, Mark developed a talent for designing and winning public sector programmes and was at the leading edge of establishing a number of flagship programmes for manufacturing and service sector companies, including holding the position of Director of the DTI's Manufacturing Advisory Service in a number of UK regions. A leading thinker in the area of organisational transformation, he chairs the IOM's Operations Development Panel, leads on the IEE's World Class Performance Forum within the Professional Network for Manufacturing and also sits on the Editorial Panel for the IEE's *Manufacturing Engineer*.

Malcolm is a Director of a fire, safety and environmental consultancy which he originally founded after twenty years' experience in the Fire Service culminating in the position of senior officer, with direct responsibility for a busy metropolitan fire safety department and operations in a densely populated inner-city area. During his Fire Service career, he was involved with numerous complex health and safety issues and accident investigations, including a multiple fatality. His company has recently joined forces with a specialist construction safety consultancy and accredited safety training centre, increasing both the breadth and depth of expertise and services available. His teams provide general safety advice and training to a wide range of organisations, together with specialist, technical, environmental and fire engineering consultancy and planning supervisor services. He has been a general and specialist tutor for the National Examination Board for Occupational Safety and Health (NEBOSH), in addition to sitting on a number of British Standards Institute (BSI) committees and is currently a Trustee of the Institute of Occupational Safety and Health (IOSH).

What next?

Call us for an initial discussion, with no obligation whatsoever, and we will introduce you to Malcolm, Mark and their teams so that you can get them started on delivering safety and business benefits to your organisation.

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**TO DISCUSS YOUR TRAINING REQUIREMENTS
PLEASE CALL 01582 469080**

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