

## Fact Sheet 7



### SMS Training - The case for engaging an external training facilitator

**At Baines Simons we believe enormous value can be secured when injecting an inspirational training force into your organisation to secure early momentum of your SMS programme.**

Successful safety management systems are built on many components, but no more important than an open and learning based organisational culture that promotes a proactive approach towards hazard management.

So how do you get emotional, management and financial buy-in?

Very often this needs a catalyst, an inspiration, a confidence that things can and will change!

Freshness of approach, a credible safety vision, leadership motivation, shared knowledge of best practices, the breaking down of old mind sets, the opening of internal communications etc are all essential prerequisites for your success.

All these things need inspirational facilitation when in the training room.

Safety Programmes must:-

- win hearts and mind
- win confidence in your safety programme
- win belief that change can happen and that individuals can make a difference

Best-value from external training will come from many areas:

### Key points to consider where external facilitation adds extra value

1. Leverage from proven expertise and proven courses with high delegate ratings - all our courses have achieved above 94% excellent and good ratings in 2009 from fee paying customers!
2. Rely on inspirational training that consistently changes individual and organisational mindsets.
3. Training that operates both ways – we proactively connect with your line personnel and your senior management.
4. Practical approach to communicating learning – from trainers with wide industry hands-on experience – not theoretical lecture presentations and sheep dipping!
5. Achieve impact in the board room, we facilitate cultural change, we change mind sets, we train new individual and organisational behaviours.
6. Are your people real SMS or HF experts? This is our profession and we are passionate about it – we invest hundreds of thousands in being thought leaders.
7. Our people are impartial, independent, hold credibility, integrity, latest thinking and shape industry paradigms.
8. Do you need to unfold arms so that they will be different? We are not pink & fluffy we're about hearts & minds.
9. The investment we put into our team means we can confidently challenge the “yeah-but we can't do that here”
10. Internal trainers often swim in the same water as the guys they are trying to affect, useful for compliance training but proven to be limited for positive cultural change which is able to evolve your business into a safer and more efficient organisation.