



DB&A helps your organization bridge the gap between head knowledge and the action needed to increase operational safety. We do this by coming alongside your leaders and managers and coaching them on fatigue risk management and the promotion of a safety culture.

Here's how we can help you achieve a safety culture through coaching...

DB&A offers several training options for executives and employees in fatigue risk management. This expert-led education provides your staff with the knowledge necessary to understand and recognize fatigue risks, mitigate them and promote a safety culture. To quickly act upon what they have learned, DB&A also offers expert coaching for your key staff.

## Safety Culture Through Coaching

The goal of DB&A's *Safety Culture Through Coaching* service is to empower your employees to act on what they have learned in fatigue risk management and to promote a safety culture. DB&A has partnered with MSBCoach, experts in leadership coaching, to develop a unique coaching service that is focused on fatigue risk management and safety culture-related behaviors, and to deliver the coaching services using experienced leadership coaches.



Our *Safety Culture Through Coaching* model is based on the concept of Emotional Intelligence, or EQ, which explores four areas of individual competence: self awareness and management, and social awareness and relationship management. These four EQ competencies are well suited to equip an individual to effectively engage in fatigue risk management from both an individual and organizational perspective. The relationship between the EQ competencies and fatigue risk management is shown below.



### Self awareness

- The ability to recognize your own fatigue and how it affects your thoughts and behavior, know your alertness strengths and weaknesses, and have self-awareness.

### Self management

- The ability to control fatigue hygiene behaviors, manage your sleep choices in healthy ways, take initiative, follow through on commitments, and adapt fatigue management behaviors to changing circumstances.

### Social awareness

- The ability to understand the fatigue-related needs and concerns of other people, pick up on fatigue-related cues, feel comfortable addressing fatigue socially, and recognize the power dynamics in a group or organization related to fatigue risk management.

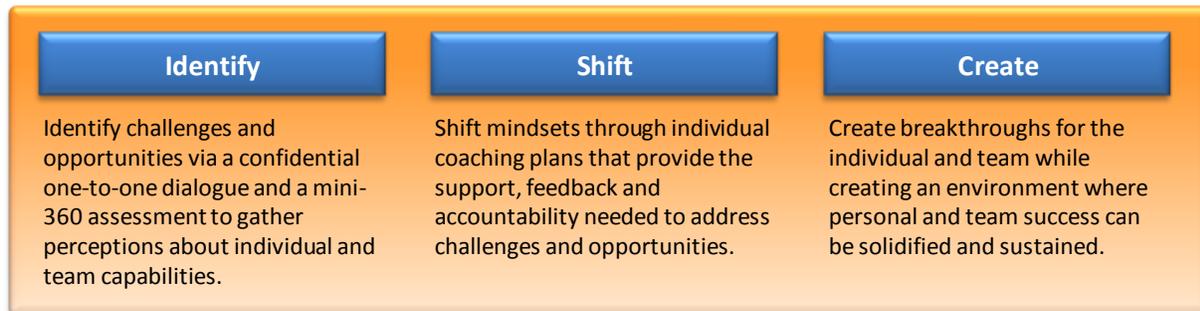
### Relationship management

- The ability to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team, and manage fatigue-related conflict.



## Getting Started

The *Safety Culture Through Coaching* model has three phases:



The duration of the coaching service and the number of sessions can be customized to meet the exact needs of your organization. We have found that a six month service with two coaching sessions per month is the most effective arrangement for long term behavior change, and therefore offers the best Return on Investment.

## Confidentiality

While it is our client organizations that engage us for our coaching services, we provide these services to individual staff members in a spirit of trust and confidence. By having a confidential arrangement between coach and coachee, a more open relationship can be established where the true needs of the individual can be identified and addressed without fear or embarrassment.

## Linkage to Safety Culture

The coaching services provided by DB&A will equip your staff to understand their EQ and more effectively engage in fatigue management. And by doing so, they will promote the elements of a safety culture in your operational environment to include:

- 🌐 Responsibility and commitment
- 🌐 Risk awareness
- 🌐 Learning, reporting and just culture
- 🌐 Trust
- 🌐 Teamwork and involvement
- 🌐 Communications

To discuss this or any of DB&A's Fatigue Risk Management services contact us at the email address or telephone number below. We're here to help you make the transition **from science to safety.**