



Coaching and Mentoring

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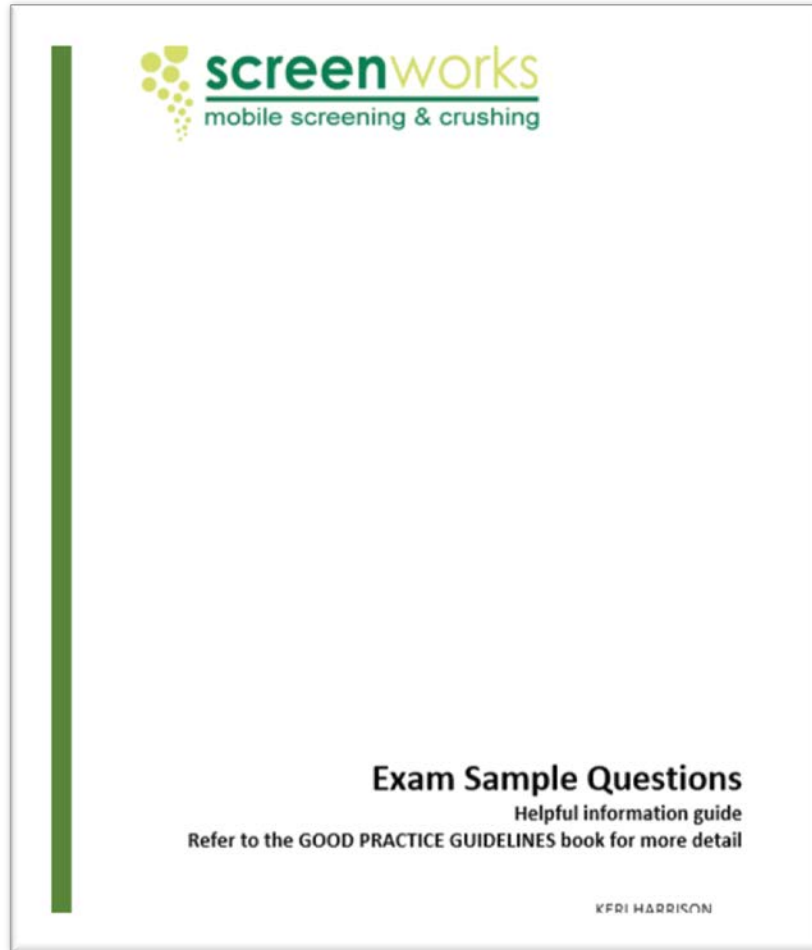
1. Why do some people achieve their CoC and not others?

2. Do they know what or how to study?

3. How do we effectively communicate our knowledge to a panel of our peers?



Screenworks Exam Sample Questions



This was developed to help people “think” of their own solutions to a scenario or question.

Easy to understand and with no fancy stuff.

How do I share the information?

Talk!

Be passionate about what you do

Spend time going through the questions

Keep it casual

Speak the lingo of the industry

Keri on the left and Lara from Isaacs on the right





Risk Analysis

Look at the risks to People, Plant and Environment



Task Analysis

Step by Step - How we plan to do the job safely



Risk Assessment

E.I.M

Risk Matrix, C vs L, Controls
Audits & Monitoring

READY TO ROLL

People Plant Environment



People

Who, training, inductions, worker health plans etc.



Plant

Fit for purpose, prestart, training, type of product etc



Environment

Spills, dust monitoring, noise monitoring, neighbours, consents etc.



Mental Association



Go out into a Quarry Site: Look for a risk/hazard. What would you do?

Look at photographs of a site and identify risks

READY TO ROLL

People Plant Environment



Challenges that I experienced along the way

One man bands

Mobile plant versus fixed plant operations

Plant Operator versus Quarry Manager title

Fear is the beast that feeds on attention



How did I overcome these challenges?

The answer lies firmly in your style and what material you provide

Keep the study times short and sweet and casual

Building up a relationship is vital

Re-educate their mind into a Manager's role

Give them confidence

Do not be afraid to impart your knowledge

Why do some people achieve their CoC and not others?

- Where to find help
- Employers need to step up and support their employees
- Minex Mentoring programme

HOWEVER ultimately it is up to the individual to want to succeed.

It is up to the individual to want to put effort into this and to accept help.

Do they know what and how to study?

- Resources are available
- Be adaptable in our approach to study
- Review your own notes REGULARLY to make sure they are up to date.



How do we effectively communicate our knowledge to a panel of our peers?

Confidence and Preparation



Here are my
scenarios to ask

I hope I
answer OK

I hope don't get mixed up

In a nutshell:

We need to listen and be present in the moment

We need to share our knowledge

We need to be available to our peers

Adapt our style of coaching and mentoring to the individual and team



Come to the edge he said

We can't, we're afraid, they responded

Come to the edge

We can't, we will fall, they responded

Come to the edge

And so they came to the edge, he pushed them and they flew