

Learning Reviews with ICAM

Guiding your organization from blame to learning and improvement

This package gets you set up to use a Learning Reviews in conjunction with use of ICAM investigation methodology.

Using certified ICAM methods and tools, this course explores a Learning Review Framework, tailored to your business context using the Safety II approach.

Facilitation Training

To support your Learning Teams programme, facilitation skills are needed. Facilitators are able to create psychological safety, build trust, and facilitate pertinent learning outcomes for your business.

Course

- delivered online in 90 minute sessions or as a full day face to face.
- interactive with activity and discussion time
- ideal class size is six to eight participants

Ideal Participants

- H&S professionals
- Quality or HR professionals
- H&S Reps

- Co-designed framework and strategy
- Guidance tools and materials
- Facilitation training and mentoring

HOW DOES WORK LIKE THIS NORMALLY HAPPEN?

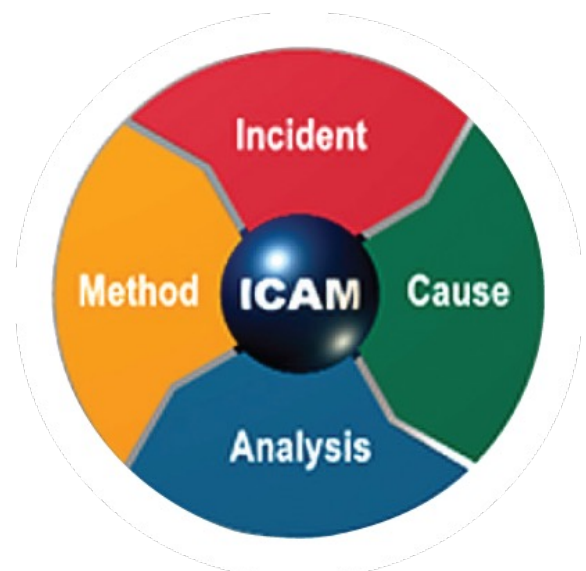


HOW DID WORK HAPPEN ON THE DAY OF THE INCIDENT?



Objectives

- Understand the purpose and benefits of Learning Teams and Learning Reviews.
- Learn the theory and research behind New View Safety approaches.
- Develop the skills to facilitate effective Learning Reviews.
- Master the Learning Review process.
- Utilise a framework for learning from events.
- Design and implement your first Learning Review in a collaborative environment.



MODULE 1: Introduction to Learning Reviews

What's the problem with traditional approaches?

- Using Safety Differently to evolve your culture

Understanding human error and the role of blame

- Discover HOP principles to improve human performance

A New View of incidents

- Compare and contrast the old and 'new view' of incident theory

MODULE 2: Learning from Events and Serious Incidents

Learning Review for incidents

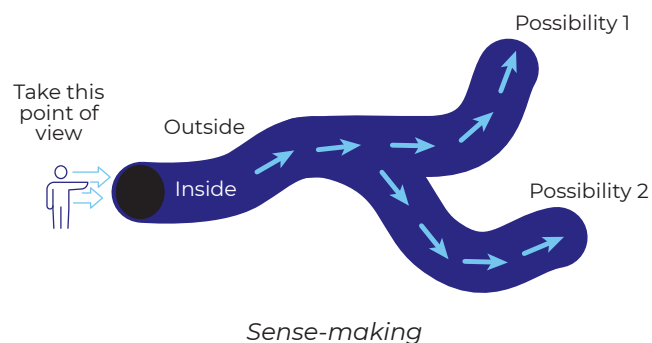
- Understanding what made sense at the time

Dealing with a Serious Event – Learning Reviews

- Using a learning approach despite legal risk

The role of accountability

- A discussion on New View approaches



MODULE 3: Introduction to Critical Control Effectiveness

Problem with traditional approaches

- Typically, top-down, relying mainly on subject matter experts.

Evolving your critical control assessment

- Incorporating workers' perspectives with a robust model.

A New View of critical controls in your investigation

- User centred insights to guide continuous improvement.

MODULE 4: Facilitation Skills for Effective Learning Reviews

Facilitation skills and guidelines

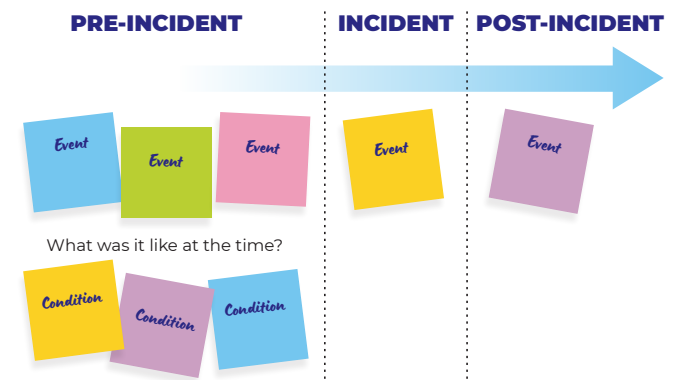
- Building trust and a conducive learning environment.

Facilitating a Learning Review process

- Scoping, designing, and planning a Learning Review.

Running a successful Learning Review

- Employing analysis, ideation, and human-centred design.



MODULE 5: Learning Reviews within your ICAM investigation framework

Using Learning Reviews in ICAM investigations

- Collecting data to match ICAM categories.

Analysing data with PEEPO

- Using PEEPO to analyse conditions and constraints.

Reporting findings

- Presenting findings using an ICAM report format.

About your Facilitator



Moni Hogg, a certified ICAM facilitator and assessor, brings over 20 years of experience in health and safety.

Nationally recognised for her work in Safety Differently/ Safety II, Moni has led innovative safety initiatives for organisations like Rocket Lab, Contact Energy and Fletcher Building.

Moni is a respected speaker and highly experienced trainer in contemporary safety approaches. She holds a qualification in Adult Education, has a business degree, and is NEBOSH certified.