



## “*The Blitz*” The Schlumberger Case

Christine Resler  
Schlumberger Oilfield Services

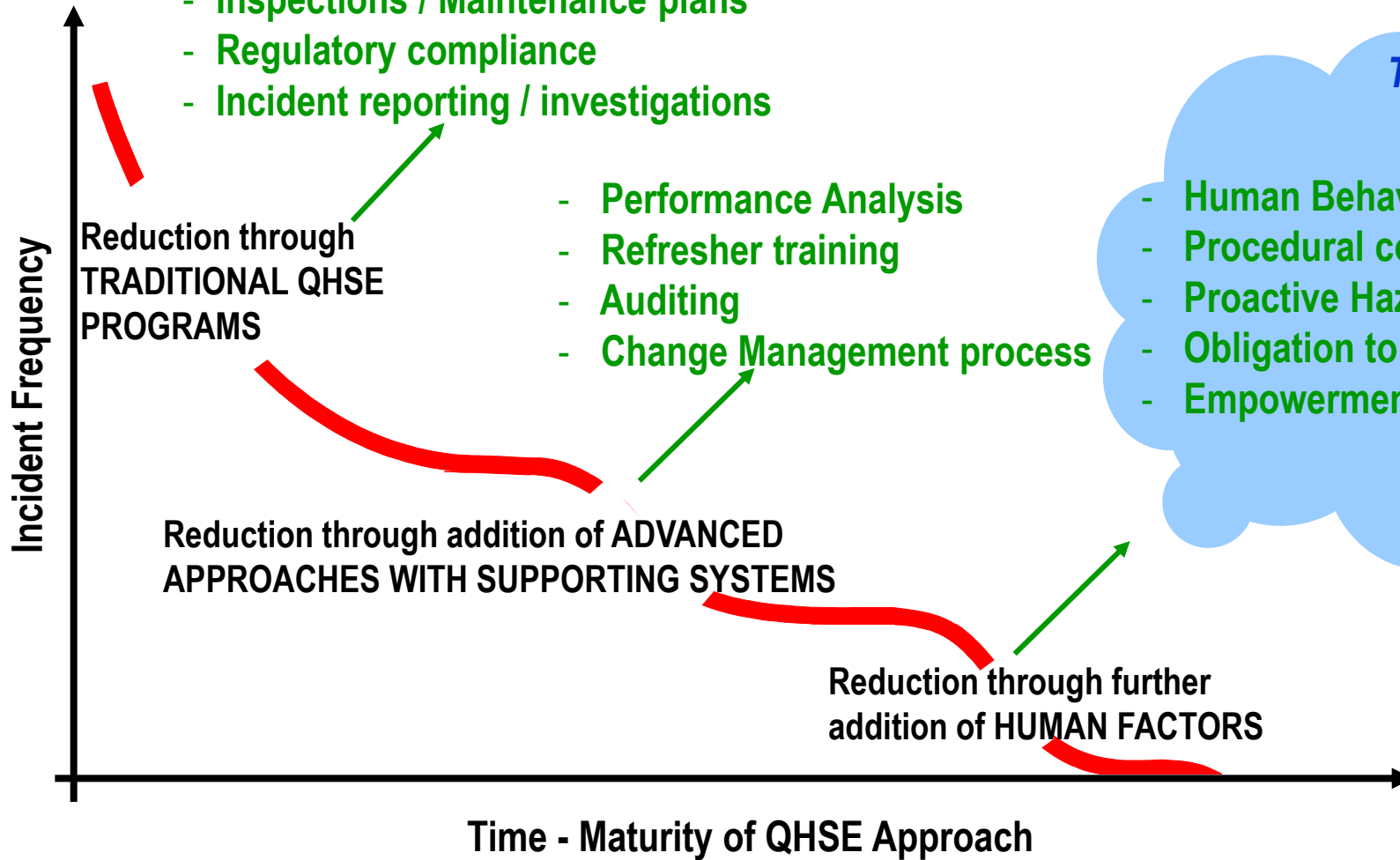


# Evolution of QHSE Culture

- Warning signs
- Training
- Inspections / Maintenance plans
- Regulatory compliance
- Incident reporting / investigations

- Performance Analysis
- Refresher training
- Auditing
- Change Management process

- TODAY**
- Human Behavioural Implications
  - Procedural compliance
  - Proactive Hazard Analysis
  - Obligation to intervene
  - Empowerment to Stop the Job



# Safety In the Workplace

- Safety has evolved to a place where **HUMAN FACTORS** are key
- We know that “**Soon, Certain, & Positive**” guides behavior
- We know that changing behaviors take practice
- To be a **LEADER** in this area, we must figure out how to make **PRO-ACTIVE** behavior “**Soon, Certain, and Positive**” ... and also **FUN!**

 **Schlumberger HSE Blitz**

 **Stop Work Drills**

# Schlumberger HSE Blitz

## What is it?

- Annual, FOOTBALL themed workplace competition
- Scheduled at just the right time (winter transition)
- Designed to recognize and reward TEAMS of employees
- Mechanism to address workplace HAZARDS
- Creates a POSITIVE & PRO-ACTIVE work environment
- Makes participating in Safety FUN



# Schlumberger HSE Blitz

## ■ How it works:

- Employees hold a DRAFT to pick their teams
- Teams are given a PLAYBOOK (hazard hunts)
- Teams submit their *best find* for judging
- Judging occurs for each hazard hunt and a winner is selected
- Points are awarded as they would be in FOOTBALL.
- Points are tracked throughout the Blitz Season
- **Bonus Points are key**



1st and 2nd Place Teams: Lean Cleaners & Red Tag Raiders

# Schlumberger HSE Blitz Playbook

## 1. Pressure

- Hunt for improvements of hazards associated with pressure

## 2. DROPS

- Hunt for improvement opportunities associated with Working at Heights/Dropped Objects

## 3. Fire Safety

- Find hazards in the work area associated with Fire Safety

## 4. Walking/Working Surfaces

- Identify walking/working surfaces that can be improved upon

## 5. 5S (Lean)

- Identify opportunities to eliminate waste and inefficiency in processes

## 6. Proactive Program

- Identify a proactive program/process that another group is doing and implement within your group

# Blitz Participants

- Teams
- Coaches
- Owners
- Referees
- Commissioner



# Schlumberger HSE Blitz – Key Success Factors

- **Leadership Commitment and Involvement**
- **Client Involvement**
- **Comprehensive Communications**
  - Playbook
  - Website
  - Entry Submissions
  - Bi-weekly Stats
- **Program Coordinator**
  - Planning
  - Implementation
  - Conduct annual lessons learned for next season
- **Play clock (provide time for hazard identifications & mitigations)**
- **Blitz “Jersey” and other swag**





# Schlumberger HSE Blitz

## ■ Program Accomplishments

- Positive & Proactive Teamwork (HUMAN FACTORS!)
- PRACTICE in Hazard Identification
- Increased HSE focus and awareness
- Opportunity for RECOGNITION
- Hazards Identified and Mitigated
- Involvement at all levels of the organization
- Reason to CELEBRATE as a TEAM
- DECREASE in work related injuries



# Schlumberger HSE Blitz



## Schlumberger



## Alaska HSE-Blitz

Game 6	Score	Play	Team
1st	7	Touchdown	InTouch with Quest
2nd	3	Field Goal	Frozen Chosen
3rd	2	Safety	MI Gelon

Segment	Total Pts	Top Team for Segment
Bits	5	the Nit Bits (5 pts)
CMP/ALS	22	The Redheaded Stepchildren (22 pts)
CTS	76	Kamikazes (27 pts)
D&M	64	Burning the Midnight Oilers (28 pts)
Kenai	245	InTouch with Quest (72 pts)
Maintenance	156	Frozen Chosen (69 pts)
M-I SWACO	190	MI Gelon (65 pts)
Pt. Thomson	102	PT Pounders (39 pts)
Slickline	92	Frozen ASSets (18 pts)
Testing	34	The Gunshop (34 pts)
Well Services	163	Pump Champs (49 pts)
WireLine	63	Handicorns (26 pts)

Segment	Team	Pts
Kenai	<a href="#">InTouch with Quest</a>	72
Kenai	<a href="#">Aim Hi For Safety</a>	53
Kenai	<a href="#">Savvy Safety Experts</a>	60
Kenai	<a href="#">7 Men &amp; a Little Lady</a>	60
Well Services	<a href="#">Frac Pac</a>	5
Maintenance	<a href="#">Frozen Chosen</a>	69
Well Services	<a href="#">Prudhoe Bay Jets</a>	6
Bits	<a href="#">the Nit Bits</a>	5
CTS	<a href="#">Lone Wolves</a>	23
D&M	<a href="#">Burning the Midnight Oilers</a>	28
D&M	<a href="#">Murphy's Law</a>	18
D&M	<a href="#">Integration Domination</a>	18



Schlumberger-Private

# The Creativity and Commitment in Action



# Schlumberger Stop Work Drills

- Each and every day in our work environment we encounter situations that require we **STOP THE JOB**
- Human Factors can prevent this action
- Stopping a job takes **PRACTICE** for all employees involved



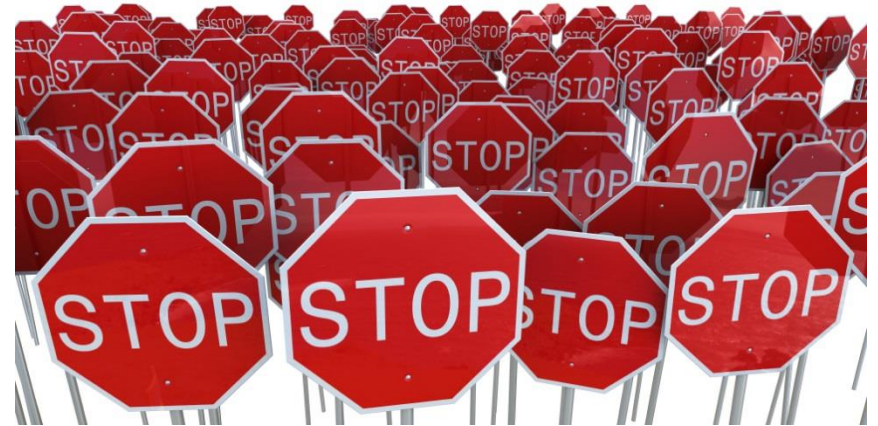
**STOP WORK DRILLS**



# Schlumberger Stop Work Drills

## What is it?

- A program to assess an employee's willingness to stop a job
- A simulation is arranged in advance to ensure safety
- As employees carry out the simulation, the target employee(s) response is observed
- Post simulation review takes place to discuss actions
  - Recognition
  - Coaching



# Schlumberger Stop Work Drills - Example

## Recent Stop Work Drill in the shop with a crew was setup

- Operator was going to put a tool away that weighed 70 lbs by himself.
- Operator pretended to pick up the tool in front of the other operators.
- Colleague observed and stopped him.
- A team lift was then used to put the tool away.
- **This JOB WAS STOPPED - A Successful Drill**



# Leading a SAFE Workplace

- Recognize employees as individuals
- Develop positive & proactive programs to get them energized
- Create OPPORTUNITIES to practice hazard identification
- Create OPPORTUNITIES to recognize Soon, Certain, & Positive safety behaviors
- Decrease Workplace Injuries



# Thank you