



By :

TUAN HAJI ABU BAKAR ARIFFIN

Supported by :

Encik Jan Sufian Mohd Subki

Encik Mohd Zahari

Encik Radzuan Yusoff

Encik Firdaus Abdullah

Leading Culture Change in the Workplace

DATE / TIME :

12th—13th April 2021

9.00 am – 5.30 pm

VENUE :

TBA

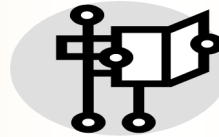
Registration Fees

Normal	RM 1700
ANSARA / MOGEC Members	RM 1500



HRDF - SBL CLAIMABLE

Training Summary



PROGRAMME SYNOPSIS

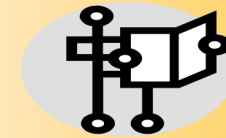
Participants are taught how to determine their existing culture. Having established this, they are then encouraged to look at how they can start to change things. Before attempting to change whatever it is that you don't like, make a plan to map out exactly where you want to go. By doing this, you can begin to see steps on how to get there. By attending participants are better able to:

- Understand the base culture of the business and the impact it has on the workplace.
- Adapt their management style to suit different behaviours.
- Explore the culture of their workplace and understand areas for improvement.
- Develop a process for overcoming workplace cultural challenges and begin to affect change.

The training is not a magic wand, but it will set participants on a path for improvement. The course provides an overview of the need for culture change and the key methods and tools used to implement change. *They will also benefit by learning how to adopt or apply the tools and techniques of influencing change in their day to day operation. Safety culture change is a blend of communication and leadership skills focused on preventing accidents and near misses.*



Training Summary



LEARNING OUTCOMES

PROGRAM OBJECTIVES

The goal is to equip leaders with the basic skills and knowledge they need to lead or plan culture change in their work place. It is vital that managers and employees are committed to the task of making the workplace safer.

The course will share the many challenges when embarking on culture change. If the challenges are mishandled, they can create havoc. Culture change is not an exact science. Learn from the instructors' experience as there is no clear recipe for change.

Why are companies still struggling to get there? The problem isn't lack of will. It's a lack of a change strategy. With a right strategy, you can overcome all of them. The course shares the key components of the strategy to help your culture change journey, including some of the tips to properly handle the challenges, such as:

- Ways to get Buy-in & Support
- Creating true sense of urgency & ownership for needed change
- Creating a clear vision & strategic plan for change
- Be aware of the various methodologies and tools and considerations when choosing the method
- Using the change cycle to manage resistance
- Avoiding the natural tendency to revert back to old culture

The training is a springboard to further actions the leaders should take to understand and manage the culture.

Trainer Profile

Tuan Haji Abu Bakar worked for 37 years in the offshore oil and gas industry with 3 different organizations, including 25 years in Health, Safety and Environment (HSE). Graduated with Bachelor of Chemical Engineering (Hons) from the University of Sydney, Australia. First job was with an American oil major with well established and very structured HSE Management System, where he got his baptism and strong grounding on HSE, including oversea assignments in New Jersey, USA and London & Southampton, UK.

Jan Sufian is a senior Safety Health and Environment Executive with an international oil & gas company based in Malaysia. He has a Master Degree in Occupational Safety and Health Risk Management and is a Certified Safety and Health Officer from the National Institute of Occupational Safety and Health Malaysia (NIOSH).

Mohd Zahari worked for 30 years in the offshore oil and gas industry. Graduated from Ungku Omar Polytechnic majoring in mechanical engineering. Worked for 10 years in production/operations at a crude processing terminal in production operations, shutdown, vessel inspections and process/systems upgrades before serving in various senior construction positions for 20 years including secondment to Petronas Carigali Fabyard, Diving, Hook-up & Commissioning and Shutdown & Asset Planning.

Radzuan Yusoff worked for 34 years in senior safety positions for various oil & gas clients offshore Malaysia, Indonesia and Thailand. Has a UK NEBOSH Certificate in Occupational Safety and a certified Safety Officer with DOSH.

Firdaus Abdullah worked for 25 years in offshore safety positions for various oil & gas clients offshore Malaysia, Brunei and Thailand. Has an Advance Diploma in Law and a certified Safety Officer with DOSH various activities including production operation, fabrication, Hookup & Commissioning, Construction, Retrofit and Offshore installation.

TENTATIVE PROGRAMME

TIME/DAY	Day 1	Day 2
08:30 – 09.00	Registration	Registration
AM	<ul style="list-style-type: none"> Overview of Culture Change Culture Base-line Survey 	<ul style="list-style-type: none"> Responding to resistance Reinforcement
10:30– 10:45	Tea Break	Tea Break
13:00– 14:15	Lunch	Lunch
14:15– 15:45	<ul style="list-style-type: none"> In-Role of Change Agent Are you a safety leader? 	<ul style="list-style-type: none"> Change Agent Tools Behaviour Observation Tool (BOT)
15:45– 16:00	Tea Break	Tea Break
16:00– 16:45	Art of Influence	Q&A/ Feedback/ Summary

REGISTRATION FORM

Tel : 603-80624671 Fax : 603-21611489

Email : training@igl.com.my

Website: <http://www.igl.com.my>

Name of Organisation:

Address:

Email:

Phone number :

Tel (Office) :

Tel (Fax) :

Contact Person :

Designation :

ANSARA / MOGEC Member:

YES / NO

NAME	Reg. Fee (RM)
TOTAL PAYABLE	

Enclosed herewith a crossed cheque No. for the sum of RM issued in favour of "IGL Services Sdn Bhd (Maybank/562777220149) and crossed 'A/C payee only'. I/We understand that the fee is not refundable if I/we withdraw after my/our application is/are accepted by the Organizing Committee but substitution of participant will be allowed. If I/we fail to attend the workshop, I/we will still pay the registration fee in full.

(See next page : Terms & Conditions)

Terms & Conditions

- FULL PAYMENT must be settled before commencement of the course, otherwise participants will not be allowed to enter the hall. If a place is reserved and the intended participants fail to attend the course, the fee is to be settled in full.
- Fee paid is not refundable. Registration fee includes lecture notes, refreshment.
- The Organizing Committee reserves the right to cancel, alter, or change the program due to unforeseen circumstances. Every effort will be made to inform the registered participants of any changes. In view of the limited places available, intending participants are advised to send their registrations as early as possible so as to avoid disappointment.

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