

SAPC IADC  
**CHAPTER MEETING**

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# Perfect Day Leadership

**The way we run our business in Vantage”**

**Boula Rizkallah – QHSE Advisor  
Vantage Drilling**

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**IADC**  
SOUTHERN ARABIAN  
PENINSULA CHAPTER

# Our Vision



At Vantage Drilling, it is our Vision to have:

## **“A Perfect Day – Every Day”**

A perfect day at Vantage consists of:

- No Incidents
- No Non-Productive Time
- Fully Satisfied Client



# How did it start?

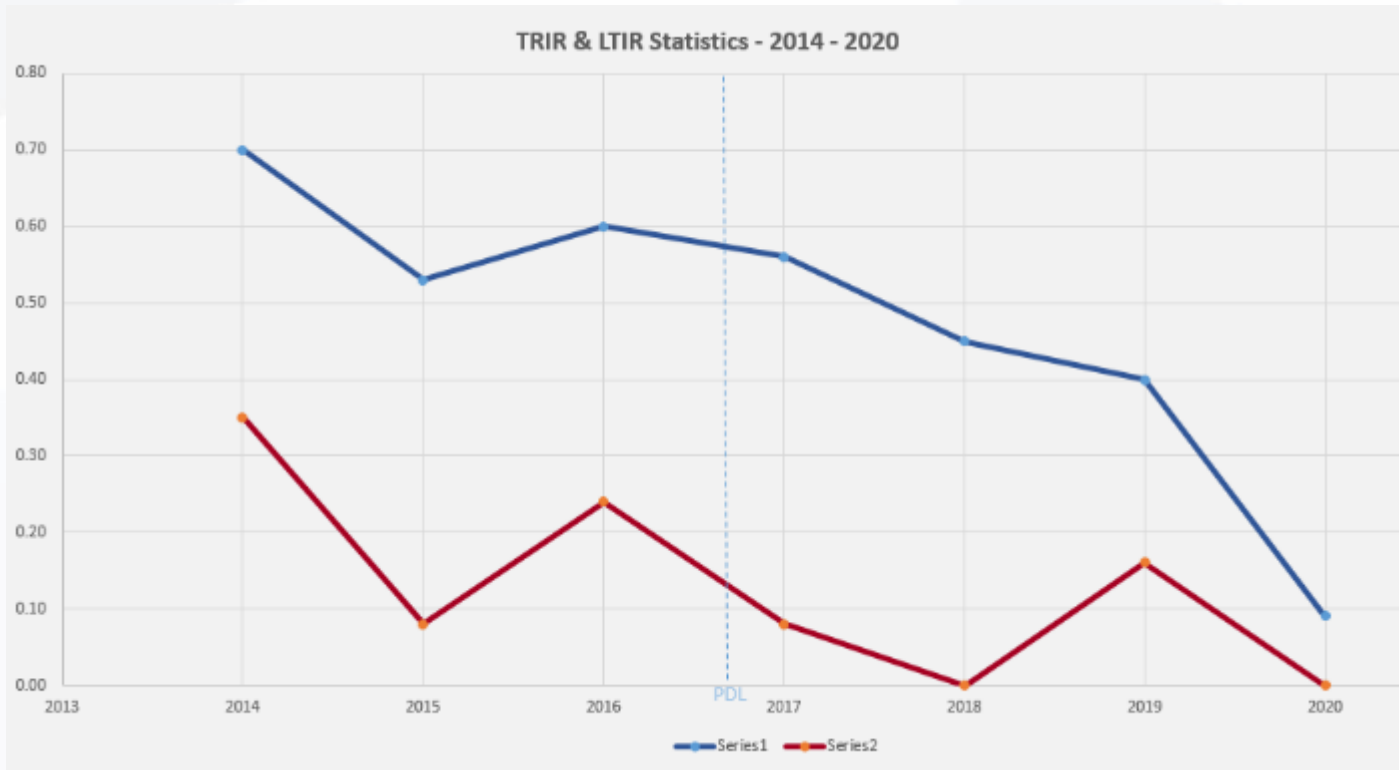


To achieve our vision and to enhance our safety performance, we needed to do something different. To develop a program that can be used with our current systems, maintained by ourselves and had a proven success.

So we developed the Perfect Day Leadership Program that is derived from other successful programs being used in industry.



# Incident Rate Since PDL Implementation





# What is the Perfect Day Leadership Program?



A Program designed to create effective Leaders built around our existing Safety Tools and founded on 3 basic Foundations:

- Transition to Work - **Run your meetings the Vantage way**
- Work Safely – **Starting Work is NOT Step Number # 1**
- Supervise Effectively - **Supervise Before, During & After Every Job**

We did not introduce anything new, simply reapplying the focus to our safety systems which we know work when used correctly.

# Transition To Work

## Supervisors/Pre-Tour/Pre-Job/Handover



### Enhance Meetings by:

#### *Asking Questions*

Switch on thinking brain

#### *Involving Everyone*

Ask everyone, particularly Short Service Employees

#### *FOCUS Areas*

Our Most Common Workplace Hazards – which ones can affect us today?

#### *Create “Healthy Unease”*

Safety Alerts / Lessons From Incidents / Anecdotal / Pictorial - Ask “*Can this happen to us*”?

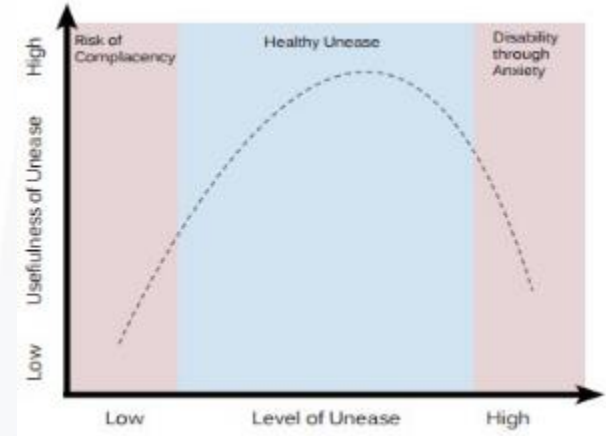


# Transition To Work - Healthy Unease



## So what is healthy unease?

- Opposite of complacency.
- It is a healthy skepticism.
- Not assuming that because systems are in place everything will be fine.
- Challenging what the statistics tell you.
- Resetting your tolerance to risk.



The thought process of a leader therefore changes from "We haven't had an incident, we are doing so well," to "Is there anything we're overlooking and what else do we need to do?"



# Working Safely



- Starting work is **not step #1**
- Use the Vantage **Step # 8** Work Process Card to **PLAN** the job
- Confirm the necessary barriers are in place and effective
- **Stop** the job if a *change* occurs and **re-plan** the work!



# Working Safely – Step 8 Work Process



# Supervise Effectively



## When do we need to supervise? -

Before, During and After every job!

### Before:

- Be part of the Pre-Job Safety Meeting.
- Ensure the necessary people and equipment are available.
- Use the Vantage Step # 8 Work Process Card.

### During:

- Hold Perfect Day Conversations
- Praise the Positive and Correct the Negative.
- Observe the task for any unplanned changes – use **SWA**.

### After:

- Debrief
- What Went Well?
- What Can We Do Better?



“Perfect Day Leadership is **the ability to influence the behaviour** of an individual or group to achieve a common goal and/or complete work safely and efficiently.”



# How is Behaviour Influenced Directly?

**WHEN I TALK TO MANAGERS  
I GET THE FEELING THAT  
THEY ARE IMPORTANT**

**WHEN I TALK TO LEADERS  
I GET THE FEELING THAT  
I AM IMPORTANT**

# Praise and Correct



This needs to be done every single day to build the safety culture.

It's not a 'paint the fence once and you're done' process.



# Influencing Behaviour Through Conversation



Use Perfect Day Conversations to influence the behaviour of your colleagues.

1. Observe
2. Get their attention (SWA)
3. Introduce yourself
4. Ask some easy Q's;
5. Ask what they are doing?
6. Ask more questions...
7. Praise the Positive / Correct the Negative
8. Work to an agreement
9. Thanks 😊
10. Record on VOC



# How is Behaviour Influenced Indirectly?

A boss has  
the title.  
A leader has  
the people.  
-Simon Sinek

"The most powerful  
*leadership* tool you  
have is your own  
personal example."

John Wooden

Be the kind  
of leader  
that you  
would  
follow.





# 5 Key Traits for Influencing Behaviour



- Lead By Example
- Know What's Going On
- Communicate, Communicate and **Switch On your Thinking Brain**
- Act
- Review and Learn



## Keys to Success?



1. **Consistency** - consistently reinforcing the same message throughout all levels of management
2. **Integrity** – Upholding the company values by doing what we say – lead by example!
3. **Commitment** - Complete visibility of support and commitment from CEO down.

# Building a Sustainable Culture



# Summary



In order to ‘achieve a goal we had never achieved before (zero incidents)’ we knew we had to ‘try things we had never tried before!’

So far the Perfect Day Leadership Program *has* got us closer to our goal than we have ever been before!

It has helped us to provide a *consistent* HSE message across the company that *is* leading to a *sustained* improvement in our HSE performance.

# QUESTIONS



Thank You For Your Attention