



# xplore

*"Bringing issues to life and helping to explore connections between people"*

## Sample Programme

### The Brief

An exploration department within Shell commissioned a drama on safety interventions. Shell has a strong safety culture with employees empowered to intervene yet people were not confident in the situation. This was influenced by their perception of their relationships to other people and their ability to speak and act appropriately.

### The Objectives

- 1) How to intervene effectively and how to accept that intervention
- 2) The nature of leadership – e.g. setting the standards of behaviour and communication (safety and otherwise) that are expected and making those understood by others.
- 3) The difficulties of being a new employee and/or a visitor to a location that you are unfamiliar with.
- 4) How to accept interventions from visitors, new employees, employees from different departments
- 5) How to have good conversations.

### The scenario

We created a fictional oil company and a fictional oil platform, both with very good safety records. We imagined the platform, Albion 3, to be near the end of its working life (though still meeting safety standards) with an experienced and safety conscious OIM who trusted, and who was trusted by, the guys on the platform.

*By creating a fictional company we are able to prevent the delegates focusing on their own company's policies and procedures and deal with the attitudes and behaviours that they see in the characters and that are reflected in their own working environment.*

## **The characters**

*All the characters would regard themselves as safe as would their colleagues. At all times they think they are doing the right thing.*

**Carrie Burton** has just joined Connaught Oil. Her job is to brief employees who are travelling abroad about local conditions, culture, ways of doing things etc and this visit is part of her company induction. She is nervous about being on a platform where it's noisy and everything looks dangerous and wants to make a good impression.

**Bob Collier** is a competent, hard-working and well-respected OIM, very experienced and very thorough when it comes to safety. He sees himself as a father-figure who looks after his workforce, lending a sympathetic ear when needed.

**Tim Greenwood** is a fitter, a grafter who takes pride in his work, his workmates and the platform; friendly and easy-going he is the first person Bob turns to when visitors need showing around as he puts people at ease and makes them feel safe. While onshore his wife had to go back to hospital for tests. This is constantly playing on his mind though he would not say that he was worried.

## **The story**

On an outside and little used stairway some handrail corrosion has been reported. Barriers have been put in place to prevent access and Tim has a generic work permit for the job. When Tim finishes showing Carrie around they are by the barriers so he'll take the opportunity to look at the handrail. He's not going to fix it – though he might tap the corroded section with a hammer to see if it comes away easily. He knows that he might have to lean out to do this and/or check the extent of corrosion. He tells Carrie that Gary will take her back to Bob while he does this. To show off her knowledge she asks if a harness will be needed but Tim says no. Carrie has doubts but says nothing. When she is about to leave the platform she hears that Tim has fallen.

## **Scene-by-scene synopsis**

### **1 OIM Office 13.30 hrs.**

Carrie has finished her visit and is waiting to be choppered when Bob takes a phone call informing him that Tim has fallen from a height. Carrie admits she knew what Tim was going to do but had said nothing. Bob gets angry with Carrie.

### **2 OIM Office 09.00 hrs**

Bob is finishing off Carrie's safety briefing when Tim enters interrupting them at the point when Carrie is asking about for clarification in intervening. The conversation moves to other things and Carrie feels the moment has gone.

### **3 Outside near stairway. 13.10 hrs**

On the Platform and Tim has finished showing Carrie around and has asked Gary to take her back as he wants to fix a small problem with the handrail. Carrie asks about a harness but the intervention is unintentionally deflected.

## **Forum Theatre sequence**

1. Set up background and introduce characters
2. Scene One  
Action frozen. Delegates asked to say what the characters are thinking to themselves.
3. Scene Two  
Action frozen. Delegates asked to say what the characters are thinking to themselves
4. Scene Three  
Action frozen. Delegates asked to say what the characters are thinking to themselves
5. Review scenario with delegates – what they know, don't know, and suspect about the company, the platform and the characters.
6. Hot-seat the characters who are being met **after** Scene Two and **before** the accident has happened. The delegates can ask whatever question they like and the actors will respond in character.
7. Advice given to Carrie Burton about how she should talk and behave with Bob and Tim to ensure that she feels safe and confident to intervene.
8. Re-run Scene Two with stop-start.

The delegates can stop Carrie (but **only** Carrie) at any time to advise her on what to say and how to behave with Bob. Likewise Carrie can stop the action if she feels the need for guidance from the delegates.

*With the delegates help the conversation in Scene 2 will now be more effective and Carrie will feel more confident.*

9. Re-run Scene Three with stop-start.

The delegates can stop Carrie (but **only** Carrie) at any time to advise her on what to say and how to behave with Tim. Likewise Carrie can stop the action if she feels the need for guidance from the delegates.

**The aim is to prevent Scene 1 happening. There is no accident because Carrie has been effectively advised on how to make a good safety intervention.**

### Variations

*Before the re-run of Scene Two the delegates can advise Bob instead of Carrie so that he effectively empowers Carrie to intervene even though she is a visitor and does not know the working practices and secondly, to ensure that Carrie feels empowered sufficiently to make and intervention.*

*Then Carrie is advised before Scene 3 so that she can effectively intervene with Tim.*

## Script

### SCENE ONE

### INT: OIM OFFICE ON ALBION3

BOB AND CARRIE ENTER BOB'S OFFICE

BOB           So has the visit been useful?

CARRIE       Very.

BOB           Good. Tim's the best at showing people around.

CARRIE       He was very good. I hope his wife's alright.

BOB           We all do. Anyway the chopper will soon be here so why  
don't you

PHONE RINGS

BOB           Bob Collier.....How?.....Where is he now?.....  
Right. .... I'll inform the beach and then I'll come down.

PHONE CALL ENDS

BOB           Sorry, Carrie, but we need the chopper.

CARRIE       Bob, I'm due back at

BOB           (Interrupting) Tim's the priority

HE PICKS UP PHONE TO CALL THE BEACH

CARRIE       Is that Tim who showed me round?

BOB NODS

BOB           (On phone). Hi, it's Bob Collier, OIM on Albion3. We've got  
a casualty.....No, you're alright, there's a chopper due

in.....Good.....From what I understand it's a fall from height..... no idea how serious.....two and a half hours in these conditions?.....I'll ring you once I've seen him.....right. Thanks.

PHONE ENDS AND BOB GETS UP TO VISIT THE SITE

BOB            Bloody hell!

CARRIE        I did wonder about a harness.

BOB            What do you mean?

..... For the full version of the script  
contact our team at <http://www.peoplepositive.com/contact-us.php>