



PRESENTED BY



Ohmstede
Industrial Services Inc.

HARD CRAFTS LARGE BEST IN CLASS

Ohmstede Industrial Services is a Specialty Mechanical Service Provider that performs a wide-range of services such as Blind-to-Blind Turnaround & Outages on towers, exchangers, vessels, piping systems, heaters & furnaces; Specialty Maintenance of Heat Transfer Process Equipment such as bundle extractions & installations, repair and retubes, bolt torquing & tensioning, fields.



kuraray

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BASS**

ExxonMobil

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HENDERSON**





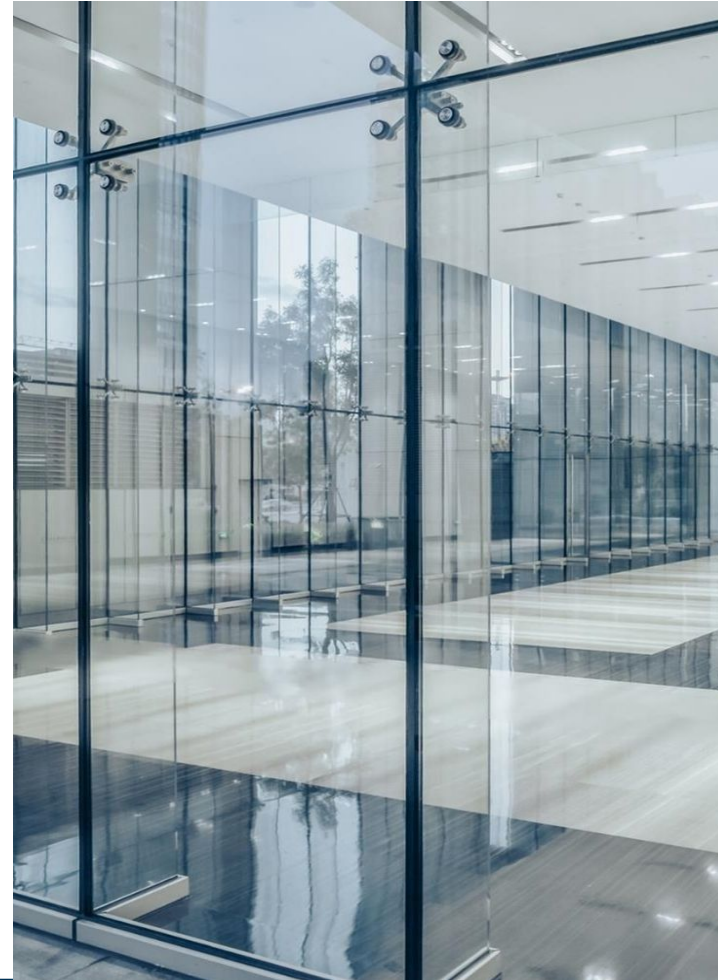
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BEST PRACTICE AGENDA /

Reason for program OUTLINE

- Auditing and jobsite visits
- Meetings and safety job walks
- Final week and solo safety meeting
- Final tips & takeaways
- Q&A

Reason for the program



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Gaining perspective while establishing a culture



- Selecting an OIS craft employee every two weeks for mentorship and guidance. The goal is to ensure that every craftsman and helper on site actively participates and fully embraces how this initiative can transform the group's perspective and culture, one person at a time.



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Auditing and Job Site Visits



1. Guide them through the auditing process, explaining how it's done and what criteria we use for evaluation.
2. Help them understand that each auditor brings their own unique perspective and experience when assessing a job site.
3. Encourage questions and provide thoughtful responses to enhance their understanding.
4. Conduct the audit together and compare results to highlight and appreciate the different viewpoints.



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Meetings and safety job walks



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Partnership for Safety

Meetings:

1. Develop skills for engaging in open dialogue within a structured environment.
2. Listen to and address safety concerns raised by OIS and other contractors.
3. Acquire the knowledge and skills needed to facilitate and lead meetings effectively.

Safety Walks:

1. Conduct safety walks in specifically assigned units per group.
2. Learn to engage and interact with crews performing various work scopes within the unit.
3. Identify and address any safety opportunities, involving the appropriate personnel as needed.
4. De-brief after the allotted time to discuss any issues that may require further attention.



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Final week and solo safety meeting

Provide Leadership Opportunities for Crew Members:

1. Allow them to set the pace and direction for addressing tasks each day.
2. Observe their choices and how they apply them in the second week.
3. Take time to pause and reflect on their progress.
4. Offer support throughout any processes that arise during the week.

Allow Weekly Evaluations:

1. Let them evaluate and decide on topics throughout the week.
2. Anticipate common questions and rehearse your responses.
3. Follow up at the safety meeting to provide positive feedback and express gratitude.



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Final Tips & Takeaways

Ensure the Employee Can:

1. Seek feedback
2. Reflect on their performance
3. Explore new techniques
4. Set personal goals
5. Iterate and adapt
6. Engage in consistent rehearsal

Provide Opportunities for Practice:

1. Engage in consistent rehearsal
2. Strengthen familiarity with the material
3. Refine delivery style, including pacing, tone, and emphasis
4. Focus on timing and transitions
5. Aim for a seamless, professional delivery
6. Practice with an audience
7. Enlist colleagues to listen and provide feedback



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Questions?



Thank you,

Kelshall Rivas Jr.
Site Safety Manager
Ohmstede Industrial
Services
281-731-8105



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