ENERGY TO HARM RESILIENCE

EHR Lens and EHR 12-Block

One-day training with Brian King



Luck to Leadership

Seeing hazards and controlling them

A practical day that begins with Trust and Respect and helps people understand hazards, examine protection and apply the thinking in their own work.

09:00-16:00 | DISCUSSION, PICTURES AND PRACTICAL EXERCISES

01 / WHO THE DAY IS FOR

A shared language for leaders and teams.

For managers, supervisors, team leaders, HSE professionals and team members who want to understand the work more clearly and examine whether its protection performs when needed.



LEADERSHIP STARTS WITH TRUST AND RESPECT

People need to feel able to say, “I don’t see it”, question a proposed control or explain what actually happens at work. The opening explores how a leader’s response affects the information people are willing to share.

That approach continues through the day. Participants explore incomplete answers, compare explanations and identify questions where evidence is missing.

Bring one familiar work task. Use it at the start and return to it when planning an improvement at the end.

02 / WHAT PARTICIPANTS WILL PRACTISE

See the chain. Understand the protection.

By the end of the day, participants should be able to:

01 Describe a hazard chain

Connect Energy, Event, Exposure and Harm in a recognisable task.

02 Identify where protection is needed

Explain how energy could reach a person and where that pathway can be interrupted.

03 Distinguish barrier and resilience

Separate the protective function from what keeps it available and effective.

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Consider both the credible energy situation and the person’s exposure to it.

05 Apply the thinking through existing tools

Use it in Workplace Observation, RA and Investigation.

06 Plan an improvement and its verification

Identify a hazard, a control to examine and evidence of whether it works.

The aim is a useful shared understanding that participants can explain and use. A perfect map is not required.

03 / THE EHR 12-BLOCK

One pathway.
Twelve connected blocks.

The model connects what could happen with the protection and the arrangements that keep that protection working.

Energy	Event	Exposure	Harm
HAZARD CHAIN			
What source has the capacity to cause harm?	What change opens or activates the pathway?	Who can be reached, and when?	What credible consequence could follow?
HAZARD BARRIERS			
What controls the energy?	What prevents or controls the change?	What maintains separation?	What limits the consequence?
RESILIENCE BARRIERS			
What keeps the Energy Barrier effective?	What keeps the Event Barrier effective?	What keeps the Exposure Barrier effective?	What keeps the Harm Barrier effective?

KEEP THE RELATIONSHIP CLEAR

A guardrail interrupts the fall pathway. Inspection, repair and control of its removal keep that guardrail dependable. Participants practise keeping these functions in the right rows.

04 / YOUR TRAINING DAY

A clear progression from trust to application.

09:00-16:00 | 345 minutes of learning, plus breaks and lunch

TIME	SESSION
09:00-09:30	Leadership starts with Trust and Respect
09:30-10:15	Energy and the Hazard Chain
10:15-10:30	Break
10:30-11:15	Learning to see hazards
11:15-12:15	Controls and the EHR 12-Block
12:15-13:00	Lunch
13:00-14:00	Start with an injury and work backwards
14:00-14:30	SIF potential: energy and exposure
14:30-14:45	Break
14:45-15:30	Using the thinking through existing tools
15:30-16:00	Putting it into practice

Participants build confidence in seeing, then examine pathways and separation. They reconstruct an injury from evidence and finish by applying the approach to their own work.

05 / PRACTICAL LEARNING

Pictures that open a useful discussion.

The working sessions use EHR Lens characters and recognisable situations. Groups explain possible pathways, compare protection and ask what the evidence can establish.



Forklift, parts and pedestrians

Identify several possible chains. Name who could be exposed and record a question the picture cannot answer.

A cable and an open edge

Explore how a trip, a person’s fall and a falling object create different pathways. Compare the protection each requires.





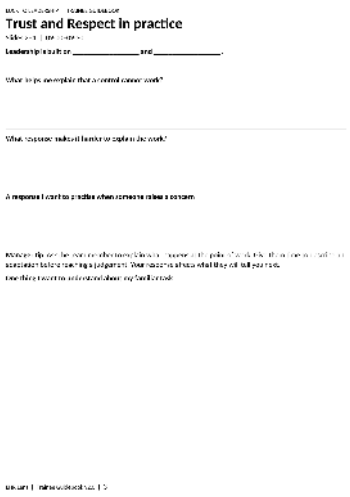
Start with an injury

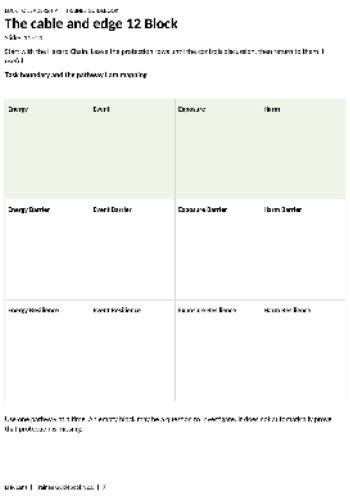
Work backwards through the chain. Use staged fictional evidence to distinguish protection that worked, was ineffective, was missing or remains uncertain.

06 / RESOURCES TO KEEP USING

A guidebook for the day. Tools for the workplace.

Participants receive a trainee guidebook with learning gaps, space for notes, worksheets for the working sessions and six full-page blank 12-Blocks.


Trust and Respect in practice


The cable and edge 12 Block

Manager tips throughout the guidebook connect listening, protective performance, resilience and follow-up.

PAGES FROM THE TRAINEE GUIDEBOOK

THE EXISTING EHR RESOURCES

Workplace Observation and the blank 12-Block

Capture a specific pathway, its protection and gaps to follow up.

Crane and knife learning tools

Practise with worked examples and blank worksheets.

Leadership Reflection Guide

Examine the questions and responses that help reveal the work.

Energy Management Blueprint

Support decisions about energy, exposure and verification.

The day closes with a personal improvement and verification plan for a familiar task.



07 / BRING THE LEARNING INTO YOUR WORKPLACE

Discuss a training day for your team.

EHR Lens and the EHR 12-Block provide a way to make the hazard pathway and protective function clearer within the tools you already use.

Workplace Observation

Examine the real work and what protects people. Listen to those who do the task and check performance at the point of need.

Risk Assessment

Consider what could happen, who could be exposed and how suitable protection will be established and sustained.

Investigation

Reconstruct what happened and examine why protection did not prevent the outcome. Keep findings connected to evidence.

Talk with Brian about your group, work context and preferred training date.

Explore the EHR resources and start the conversation:

energytoharmresilience.com

This resource is provided for general educational and workplace discussion purposes. It is not legal, engineering or site-specific safety advice. It does not replace a site-specific risk assessment, applicable legal requirements, manufacturer instructions, safe systems of work or advice from a competent person. Users must review and adapt the content for their own workplace and circumstances.

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