

# HP Industry Resource: Vision and Strategy

Marcin Nazaruk, Baker Hughes

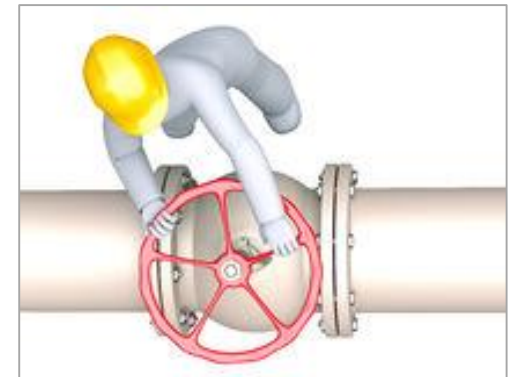
Christopher Parker, BP

## Introduction: Definitions

**Human Performance** is about what people do and how they carry out their tasks.

**Human Factors** is the range of influences that can become error traps and affect what people do (Human Performance).

Human Factors is also a scientific discipline focused on integration of design of work, equipment, and processes.

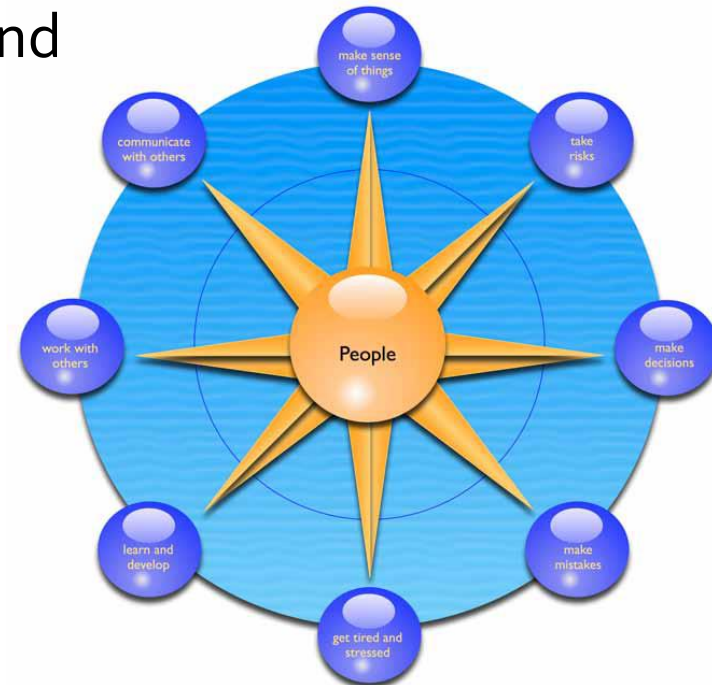
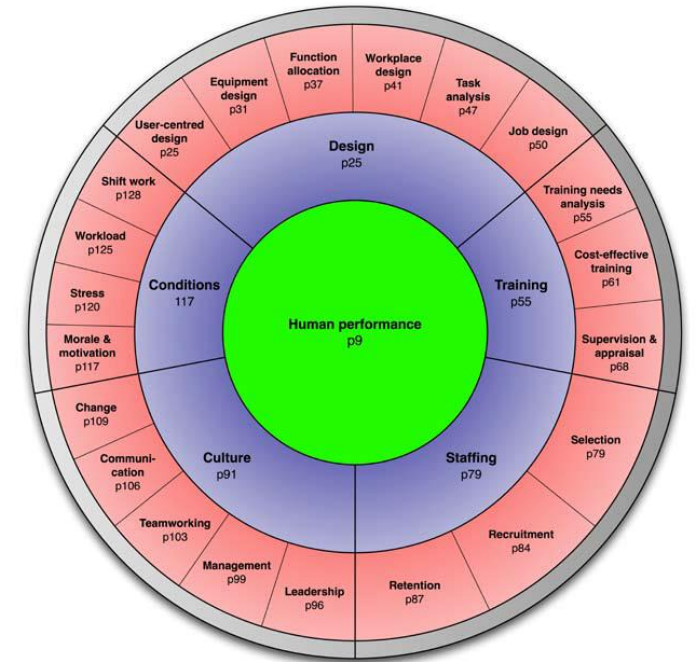


# Introduction: HP Principles

- People will make mistakes.
- **Mistakes are typically due to underlying conditions and systems.**
- Understanding why mistakes happen can help us prevent or correct them.
- People's actions are rarely malicious and usually make sense to them at the time.
- Plant, tools, and activities can be designed to reduce mistakes and manage risk better.
- Leaders help shape the conditions that influence what people do.
- It matters how leaders respond when things go wrong. Take the opportunity to learn.
- We prefer to improve existing tools and process before adding new.

# Introduction: HP Focus Areas

- Task Design
- Workplace Design and Engineering
- Learning from Incidents
- Procedures
- Safety critical communication
- Workload, stress and fatigue
- Leadership, supervision and safety culture



## Exercise 1: Vision

The O&G industry has been increasing investment of time and effort into Human Performance.

*What do you hope to achieve by implementing Human Performance in your organization?*

*How does Human Performance play a role in that outcome?*

## Exercise 2: Milestones

Imagine...

It's 2030. You've reached your HP vision.

What were the breakthroughs and milestones you achieved, in order to meet the vision?

- Leadership
  - Executive
  - Senior
  - Front line
- Competency
- Processes and Procedures
- Contractors
- Engineering and Design

## Exercise 3: Role of the HP Resource

How can this industry HP resource help you deliver the vision and milestones discussed?

- Who would be using it?
- List the top 3 things that would make the biggest difference in your ability to deliver the vision.