

From: Peter Mitchell
Sent: Sunday, 16 September 2012 4:48 p.m.
To: Partners in Action Pledge
Subject: Attention Rob Jager

Dear Mr Jager

I was interested in your reported comments in the Sunday Star times this weekend. I agree with your belief that strong leadership is the key to creating change. Alas, the way we train people in leadership is flawed and doesn't work because there is no measurable behavioural change in the workplace. We typically use academic methods to train in the practical skill of leadership. That doesn't work as you know from your experience. Using practical methods and on the job coaching we have trained over 1670 leaders. My experience over the last thirty years shows you can't punish people into safe working. Our current and past records show that. There are two issues I have identified as barriers to safe working. 1) The way we train safe working 2) The way we train our leaders.

Having led the cultural change in safety at the then Tranzrail, Coalcorp and Carter Holt, I feel that I have a few points to offer. Yes we need a revolution in our Health and Safety culture and attached is what I wrote last year.

Kind regards
Peter Mitchell

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Peter Mitchell

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