

## SPEAKER ABSTRACTS

All conference sessions listed in this section are included as part of the delegate fees and are listed in order of appearance. All sessions will be held in the Conference Centre at the Fairmont Banff Springs.

### TUESDAY, MAY 1

#### ➤ Cannabis in the Workplace: Lessons Learned - Panel Discussion

Andrew Freedman, Dr. Melissa Snider-Adler, Neil Tidsbury  
3:00 PM- 5:00 PM

Andrew Freedman, former Director of Marijuana Coordination in Colorado, Holly Hale, Corporate Counsel, Syncrude Canada, Dr. Melissa Snider-Adler, Chief Medical Review Officer at DriverCheck Inc., and Neil Tidsbury, President, Construction Labour Relations - Alberta, will address issues relating to the upcoming legalization of medical and recreational cannabis. The session will provide perspective from both the legal and medical fields, including practical industry experience on what this could mean for Canadian organizations moving forward, especially in safety sensitive roles and workplaces.

### WEDNESDAY, MAY 2

#### ➤ Keynote: Lessons on Leadership

Lewis MacKenzie  
9:00 AM - 10:00 AM

When it comes to being a leader, few people—anywhere in the world—can approach the level of experience and credibility that military hero Major-General (Ret'd) Lewis MacKenzie has reached. Considered the most experienced peacekeeper on the planet, in this masterful keynote, Lewis MacKenzie distills the lessons of 36 years of experience into 10 practical, enduring, and easy-to-apply tips that will enhance your leadership style.

Leadership is about building trust, forging commitment to a common purpose, and understanding what needs to be done to convince others to follow—things Mackenzie has done, time and again, under the most difficult of circumstances. With charisma, expertise on conflict resolution, the courage to think for himself in a crisis, and a natural talent for storytelling—not to mention an unconventional streak a mile wide—MacKenzie captivates and commands attention like few others.

## ➤ Domestic Violence is a Form of Workplace Violence: Are You Ready to Prevent and Address this Hazard?

Christie Lavan and Astrid Mitchell  
10:45 AM - 11:45 AM

Every year, several thousand Albertans will be unsafe in workplaces because of violent and abusive personal relationships. Alberta businesses have suffered huge losses due to domestic violence and the legislation is evolving: organizations are being held accountable when domestic violence ends tragically and the signs were evident.

ACWS' Domestic Violence and Your Workplace program provides safety professionals with the tools and supports to:

- Recognize the signs of domestic violence
- Appropriately help victims of violence by bridging to supports; and
- Protect their workplaces and employees at the same time.

Making positive changes for those living in violence is everyone's responsibility. In addition to savings costs, organizations who apply the toolkit are saving lives.

## ➤ Understanding Perceptions of Senior Managers' Safety Commitment

Kate C. Bowers  
10:45 AM - 11:45 AM

Picture it: a well-dressed business person arrives at a business meeting in a Ferrari as a means to demonstrate substantial wealth; a university hockey coach visits area high schools in a black limousine decorated with the school's logo to denote a resource-rich environment to prospective recruits; a job applicant provides multiple honorary certificates to her prospective employer to demonstrate outstanding competence. Each of these examples illustrates how one party may undertake actions to *signal* an underlying quality to other parties.

As part of a graduate research study, the theory of *signaling* was applied to safety management to better understand the signals that employees perceive as a reflection of senior managers' safety commitment. This presentation provides an overview of the research study with a focus on the importance of employee perceptions of safety commitment, signaling theory, and those signals that positively and negatively impact employee perceptions of senior managers' safety commitment.

➤ **SimOps Discussion Panel**

Cenovus, Halliburton, Paramount Resources and Shell Canada  
10:45 AM - 11:45 AM

Simultaneous operations (SimOps), or concurrent work, have become increasingly more common as the industry uses a multi-well pad design. These operations have the potential to introduce complexity and risk into operations that may not be effectively managed by more traditional approaches. This panel featuring representatives from Cenovus, Halliburton, Paramount Resources and Shell, will share challenges, opportunities and successes in the management of SimOps.

➤ **Mental Health in the Workplace: Why You Should Care**

Kris Porlier  
1:00 PM - 1:45 PM

Mental health problems account for about half the employee absences due to illness each year in Canada. What's the impact in your workplace? How do employees experiencing mental health issues affect productivity? Supervisors and coworkers may notice changes in an employee's mood and behavior. At what point should you step in and assist an employee through mental health issues? Are you prepared? What resources are available for managers and supervisors? If mental health problems are recognized early and proper treatment is obtained, most people can quickly return to their normal performance at work.

➤ **Regulators Fireside Chat**

1:00 PM - 1:45 PM

Representatives from Alberta, British Columbia and Saskatchewan will discuss issues related to SimOps and Fit for duty in this Fireside Chat.

## ➤ **7 Insights into Safety Leadership**

Kristen Bell

1:00 PM - 1:45 PM

We all know that a strong safety culture is central to safety performance excellence. Achieving that goal is the challenge.

In her work at Krause Bell Group, founding partner Kristen Bell found that the most important ingredient in any safety program is strong leadership. But all too often, senior leaders don't "get" safety at the level they need to in order to be effective. So what is it that senior leaders need to "get" about safety? What is it that these key safety leaders need to influence the organization and achieve better performance? Bell has devoted more than 20 years to figuring this out, and her research has yielded seven critical insights.

These seven insights teach organizational leaders how to become excellent in safety on purpose. In a world where work is inherently risky and exposure to risk is ever-changing, organizations must be clear on their value for safety and the data-driven approaches that will chart their progress. Bell and Krause's seven insights are drawn from decades of research and the latest thinking. They will help leaders understand why good intentions are only the start for a safer workplace, how to sidestep common misinterpretations that can derail safety efforts, and why leaders at every level need to engage with safety—with a focus on preventing the most serious events first. Every person and every organization has the opportunity to excel at safety. It is good for your people, it is good for your culture, and excellence in safety will show up as excellence in other areas of performance.

## ➤ **Regulators Informal Q&A**

2:00 PM - 2:45 PM

The provincial representatives from Alberta, British Columbia and Saskatchewan will be available to answer questions.

➤ **Keynote: The Ripple Effect**

Kayla Rath

3:30 PM - 4:30 PM

Kayla Rath was nine years old when her father, Brad Livingston, was involved in two back-to-back workplace explosions. For three months, Kayla and her two sisters lived with family members while their mother sat with Brad as he fought to stay alive in a Texas hospital. The family then moved more than 600 miles away to be with her dad as he went through months of rehabilitation.

You go to work every day expecting to come home to your family at night. But what if you don't? What if you take shortcuts? What if you let pride and complacency get in the way of doing your job safely? If you are hurt or killed, what happens to your family? What impact do your decisions have on the people you love most?

Kayla travels North America telling her story about the 100% preventable accident that changed the course of her life, and the lives of her entire family. From the early days after the explosions, to the effect it still has on her 23 years later, Kayla speaks to the heartache and, ultimately, healing that came from an unsafe act in the workplace.

## **THURSDAY, MAY 3**

➤ **Keynote: Thriving in the Age of Distraction**

Curt Steinhorst

9:00 AM - 10:00 AM

For the first time in history, we live in a world without any barriers to connection or communication. This has fundamentally altered the way people work, engage, communicate, and relate to one another. The same technology that simplifies processes also compromises our focus and makes it ever-more difficult to reach increasingly distracted customers. We are asked to process four times the information than we dealt with 30 years ago, but with less time to actually think. Advertisements, alerts, emails, constant notifications—no wonder the average American struggles to make it three minutes without being interrupted!

In this intensely practical and informative speech, Curt Steinhorst discusses the great challenges we face in a constantly-connected world. He pulls back the curtain to reveal how we got here, how deep this distraction issue goes, and where we go from here.

➤ **Risks, Roles and Relationships: Human Behaviour in Safety**

Michael Sedam

10:45 AM - 11:45 AM

Should a dropped tool cause a nuclear missile to explode? This exciting presentation uses the explosion of a Titan Missile as a case study about how a simple mistake leads to a catastrophic failure. The twist in this story is that there are underlying issues that shows the importance of understanding people and how we, as social animals, make decisions about how we will behave. This presentation is a story about how normal people, put into extraordinary situations, deal with insurmountable odds. Good people can be hampered by long-standing culture and a system incapable of accepting mistakes.

This presentation provides attendees with: an understanding of hazards, risks, and risk tolerance; basic information about how human beings make decisions; and how the roles we play and the relationships we have with others can impact how we deal with risks and problems. Attendees will leave with a better understanding of themselves and others. This presentation not only applies to safety and risk management in the workplace, but also applies to day-to-day circumstances people face in life.

➤ **Identifying Hidden Hazards**

Lianne Lefsrud

10:45 AM - 11:45 AM

The petroleum industry uses tools such as the Field Level Hazard Assessment to allow workers to visually identify hazards, mitigate risks or take corrective steps prior to beginning work. These tools work well for hazards that are known and visible, however, some workers are exposed to hazards that are unknown and invisible, like ground hazards.

Two recent deaths associated with ground hazards at tailings storage and transport facilities in the oil sands illustrate the need for enhanced ground hazard identification and controls. Site visits identified ground hazards such as: soft ground, slope instability, erosion and sink holes at almost all the tailings transport and storage facilities. These hazards manifest themselves in different ways depending on the operation, location and weather.

Employees and contractors were interviewed to determine the hazards workers are exposed to on a daily basis. Process Safety Management techniques like bow ties were used to cluster hazards from a database created by Energy Safety Canada tailings safety experts and company incident reports. Data from the above sources will be analysed and used to enhance current hazard identification tools and controls. The aim of this research is to inform best practices related to tailings operations and ground hazards.

➤ **Bill 30: What Now?**

Loretta Bouwmeester  
10:45 AM - 11:45 AM

Alberta Bill 30 - An Act to Protect the Health and Well Being of Working Albertans has been passed by the legislature and will change the legal landscape for Alberta work sites. The Act further defines legal responsibilities, requirements, and advocates for the rights of workers. This session will examine how Bill 30 will affect your organization and its employees.

➤ **Cannabis: Lessons from Colorado**

Andrew Freedman  
1:00 PM - 1:45 PM

Dubbed "Colorado's Marijuana Czar" when he was that state's first director of marijuana coordination, Andrew Freedman led the process that saw Colorado become the first jurisdiction in the world to regulate recreational marijuana. In his current role he works with governments, research institutions, communities and private businesses to develop the most appropriate and effective legislation possible. Having lived through it, Andrew has a unique perspective on the many issues related to the legalization of marijuana. Andrew will provide an overview of the drivers that influenced why legalization legislation was considered and ultimately passed. He will also discuss lessons learned from other jurisdictions relating to the consequences for organizations and what they could mean for Canadian workplaces.

➤ **Keynote: Beyond Deepwater Horizon: Moving Forward**

Mike Williams  
2:00 PM - 3:00 PM

"Most accidents are not accidents. They are decision problems." That's the perspective of Mike Williams, chief electronics technician on the ill-fated Deepwater Horizon.

There are many factors that caused the deadly explosion of that drilling rig in the Gulf of Mexico: complacency, failure to question or test established policies, lack of maintenance, pressure to push a schedule, undervaluing experience and expertise. Join us to hear about Mike's experience, and his perspectives on some important safety issues. How can we help people view safety as a choice in how to live, and not a chore? How can we ensure that safety is always the number one focal point on a jobsite? How can teams work together to prevent disasters? How do the lessons learned apply to the Canadian oil and gas industry?

Williams now works in his own heavy construction company east of Dallas, and speaks regularly to prevent tragedies such as the one he experienced.