

For Supervisors

How to leverage your investment

There are numerous things team leaders and supervisors can do to make training stick. Remember the Forgetting Curve? Here are some proven strategies.

Remedial Training

Don't use driver training as a way to 'fix' a problem driver. People rarely crash because they can't drive. In the first instance, increase personal supervision. Get into the vehicle and see first-hand what's actually happening over several trips.

Lead from the front

Attend the training yourself before you send your team. This will help build perceived value, explain what to expect, and what you've personally gained from the experience.

Set the scene

Bring the team together before the training and ask questions like:

- Have you done any driver training before?
- What did you learn on the previous course?
- Why do you think the company wants you to attend?
- What do you think you might take away from the training?
- How will we know if we've been successful?

Follow up

Immediately after the training, bring the team together for a de-brief. What are the shared learnings? What's working? What's not? What are the organisational barriers that prevent cautious driving moving forward?

Revision

Download the free Make it Stick resources and have your team work through the activities at 1, 7 and 30 days after the course. They only take a few minutes each.

Toolbox Talks

Using the free Toolbox Talk materials, conduct a monthly session. There are plenty of topics to discuss: Pre-Start Checks, Journey Management, Distractions and others.

Get creative

Learners enjoy competitions, challenges and the experience of success. Get your team involved; craft a slogan, write a song or make a video. Who has the cleanest car? Who's getting the best fuel economy? Set achievable goals, share experiences and celebrate success. Remember, improving safety effects work, home and play.

Make
it
Stick

