



TRM@Covestro

TEAM RESOURCE MANAGEMENT FOR 8,000 PEOPLE



TRM OBJECTIVES AND INTERPERSONIS' OFFER



Team Resource Management strengthens and enhances an organisation's safety culture.

InterPersonis offered Covestro AG a team resource management programme for 8,000+ employees on base of aviation experience in the field of human factor training.

Tailored to the needs of different locations and their regional and cultural requirements, we designed a two-day training course that addresses both, employees and management levels.

Our concept highlights the importance of human factors for the safety of an organisation, while also serving as the starting point for a sustainable transfer process to optimize safety standards in production.

Relevance to the work environment, interactive training methods, and support for concrete measures in later implementation are important steps for a sustainable development.





- INDUSTRY:** Chemical industry
- CLIENT:** Covestro ag
17,500 employees
- SCOPE:** 500+ training sessions
Germany, USA, Belgium, Thailand, China
- TARGET GROUP:** All level employees and executives
- PROGRAMME SUPPORT:**
- Train-the-trainer programme
 - Development of internal trainers
 - Worldwide, approx. 50 internal trainers
 - Workshops for all management levels



IMPLEMENTATION



DESIGN

Definition of customer needs. Development of a training programme.



PROOF OF CONCEPT

Conducting 8 training sessions in Germany and the USA. Evaluating participant feedback.



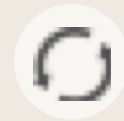
PILOT ROLLOUT

Conducting approximately 40 training sessions in Germany. Evaluating the transfer process.



WORLD WIDE ROLLOUT

Conducting 500+ training sessions in Germany, the USA, Belgium, Thailand and China. Implementing tools in a standardised transfer process.



RECURRENT

Development of a recurrent programme for the sustainable advancement of safety culture.



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I was really impressed when I did the training myself recently! I realized how easily we make mistakes due to lack of awareness or misunderstandings – but also that we can train to avoid them. Aviation and the chemical industry have many parallels: Both employ highly technically trained personnel and try to solve risks and problems primarily through technology.

But we will not achieve the goal of an accident-free company with technology alone.

To achieve this goal, we all need social, communicative, and psychological skills.

With trainings like TRM we can learn to evaluate our own behavior and that of others, to assess situations correctly, to make decisions and avoid mistakes.

Teamwork has been proven to increase safety in production operations – as a team we can create a healthy and safe work environment.

Sucheta Govil, CCO, Covestro, Feb. 2023

<https://www.covestro.com/blog/safety-starts-with-the-human-factor>

OUR METHODS



REFLECT

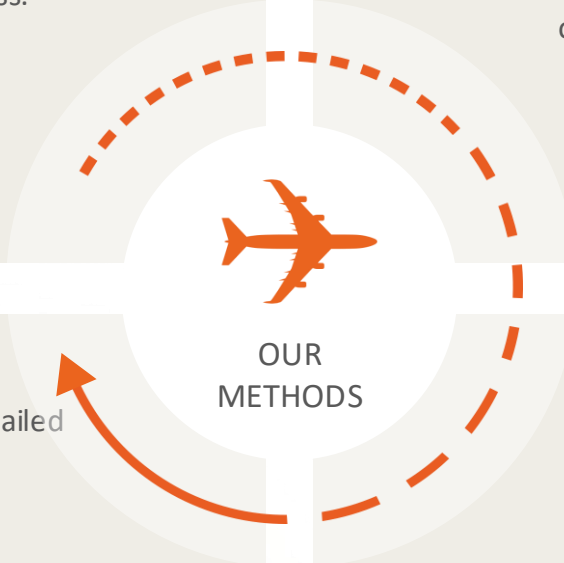
Reflection is the beginning of every change process. Creating **awareness of own behaviors** will help teams to find out about the necessity to change.

UNDERSTAND

We also convey theoretical knowledge in our trainings. However, we usually keep the inputs short, as our understanding of good training follows the motto **"from practice, for use in practice"**.

We support teams in **implementing concrete measures** developed during training. Detailed and structured transfer processes and on-the-job support ensure sustainable training success.

TRANSFER



OUR METHODS

Our **interactive platforms** offer the ideal setting to learn about, to use and to reflect on goal-oriented communication tools.

EXPERIENCE



InterPersonis



InterPersonis specialises in enhancing the skills of employees, teams and companies within high reliability organisations and high tech sectors for their everyday challenges.

We focus on safety and dealing with risks. We utilise our work experience, modern training methods and the newest findings from science and practice to tailor them to your individual needs.

InterPersonis HR Management & Training GmbH

Schützenhausstr. 41
D 65510 Idstein
info@interpersonis.de

www.interpersonis.de

