



Workplace Safety Solutions



Employee Training and Development Program

Winter 2021-2022

WWW.1LIFEWSS.COM

EMPLOYEE TRAINING AND DEVELOPMENT PROGRAM:

Get up to \$2500/Employee and \$75,000/Business in Training Grants to Up-Skill Your Workforce.

At the end of the day, losses due to injury, illness and property damage are paid from your company's profits. Enlightened leaders are realizing that effective safety management demonstrates the true value the organization places on its human capital and that it has a positive effect on the bottom line.

Your business has the opportunity to increase the skills and competency of your workforce with advanced Workplace Safety Management training, only available from 1Life, and get all tuition costs re-imbursed.

Time is of the essence as funds are finite and available on a first come first serve basis.

DETAILS AND HOW TO APPLY

The Province of Manitoba, Manitoba Chambers of Commerce, and Economic Development Winnipeg have launched the new [Retrain Manitoba Initiative](#). The \$12.5 million program is a grant for businesses, allowing you reimbursement of up to **\$2500/employee**, (up to a maximum of **\$75,000/company**) for any **retraining** and **upskilling** required to keep up with the changing needs of business, and act as **the next step toward improving economic recovery**.

Step 1: Register Your Company Profile for the Initiative:

- 1) Open the Registration Page for the initiative: <https://www.retrainmanitoba.com/Employer/Registration>
- 2) On the left-hand side under "Register Now" click "Register"
- 3) Fill out the "Company Registration Form" featuring all following requirements:
 - a. Company Log in and Contact information
 - b. Company Mailing Address & Primary Info
 - c. Company Banking Information (Including a scanned copy of a void cheque)
 - d. Declaration: declaring you acknowledge and consent to all discussed terms
- 4) After sending in your application, you will be brought to a confirmation page, containing your application ID, should you wish to keep a copy for your records.
This concludes the first step in the application process.

Step 2: Apply for Reimbursement Grants:

- 1) Once your company profile has been approved, you will be prompted to log into the Application Platform.
- 2) On the left-hand side click "Applications" → "Create New Application"
- 3) You will then be asked to fill out all required fields:
 - a. **Employee Information:** First & Last Name, Company ID, Job Title/Position, Phone Number, and Hire Status
 - b. **Course Applied For:** Institution Name, Course Name, Course Fees, and Course Start Date
 - c. **Declaration:** Declaring you understand and agree to all terms & conditions
- 4) Click "Submit"

Register for 1Life Training Course Streams and Apply Immediately for Re-Imbursement

10 seats available for live in class training. All other seats will be virtual format. As conditions evolve, all training may require virtual format.

EDUCATION STREAMS					
Course Name ✓ = courses included	Supervisor/ Management	WSH Committees	Safety Managers	Safety Administrators	General Contractors
Safety Leadership to Drive ROI (Return on Investment): Wed, January 12th 8:00 AM–12:00 PM	✓	✓	✓		✓
Introduction to NeuroSafety; The Future of Safety Management: Wed, January 19th 8:00 AM–12:00 PM	✓	✓	✓	✓	
How to Manage a Serious Incident to Avoid Legal and Financial Fall-Out: Wed, January 26th 8:00 AM–12:00 PM	✓	✓	✓		✓
Along for the Ride; Avoiding the Pitfalls of Sub-Contractor Management - Part 1: Evaluation & Monitoring: Wed, February 2nd 8:00 AM–12:00 PM					✓
Along for the Ride; Avoiding the Pitfalls of Sub-Contractor Management - Part 2: Monitoring High Risk Work: Wed, February 9th 8:00 AM–12:00 PM					✓
Safety Administrator – Part 1: Wed, February 16th 8:00 AM–12:00 PM				✓	
Safety Administrator – Part 2: Wed, February 23rd 8:00 AM–12:00 PM				✓	
Skills for Safety Managers; Are you the Hero, The Guide or The Villain? Wed, March 2nd 8:00 AM–12:00 PM			✓		
The Top 5 Drivers of High Functioning WSH Committees: Wed, March 9th 8:00 AM–12:00 PM		✓		✓	
Building and Maintaining Employee Resilience: Wed, March 16th 8:00 AM–12:00 PM	✓				
Advanced Risk Management: Wed, March 23rd 8:00 AM–12:00 PM	Add on to any Stream for \$100/person				

Tuition Costs	Basic	Advanced
Course Stream: Includes 4 Courses	✓	✓
6 Month Follow-Up Coaching: 30 Minutes of Content + 60 Minutes of open Q&A/ Month		✓
Tuition Cost / Person	\$650 \$500 until Dec 23 rd	\$1300 \$1000 until Dec 23 rd
Add on additional courses to your stream	\$125/Person/Course	

1Life Facilitator Bios



Theo Heineman, CRSP, CHSC, B.Sc.Ag:

Theo is the President and CEO of 1Life Workplace Safety Solutions. She has over 20 years of Safety Management experience including assisting businesses to successfully navigate serious incidents and prosecution. Theo is also an international speaker and trainer. She is a Certified NeuroChangeSolutions Consultant, personally trained by leading neuroscientist and New York Times bestselling author, Dr Joe Dispenza. She is also a certified trainer in the science and practice of heart coherence by the HeartMath Institute.



Gynelle Pakulak, CRSP, LAIT, Certified Ergonomic Specialist:

Gynelle is a Safety Professional with 17 + years of experience working across a diverse sector of industries including government and heavy construction industry. She is passionate about ensuring workers go home at the end of the day exactly as they arrived to work. She believes that the well-being and safety of employees does not have to be hard, and her intention is to assist as many people as possible, change the way they think about safety.



Charlotte Goodison-Hnytka, BAsc., NCSO, Senior Safety Professional:

Charlotte is a Safety Professional with 12 + years of experience working across a diverse sector of industries including high risk construction projects. As a welder by trade, she has a deep understanding of real world safety. She is passionate about integrating safety into daily activities in a way that moves from “blame, shame, and retrain” towards a new view of safety by building employee resilience and capacity so that their input and knowledge are used to make systems safer. Charlotte is excited to be writing her CRSP exam in 2022.



Alicia Brown, Client Success Specialist:

Alicia supports 1Life clients with software platform optimization and training. She is an expert at providing customized client support and encouraging special feature requests to make our clients experience even better. She has a background in Hospitality and Tourism Management and several years of business management experience. Alicia thrives from being involved with companies that have a core purpose of safety and health & wellness.

Training Courses and Content:

Safety Leadership that Drives ROI (Return on Investment)

Many organizations “do safety” out of fear of not getting work or just to check the boxes for legislative requirements. Not only is safety done this way hard to sustain but is more expensive, and leaves your business exposed. Learning objectives for this course include:

- The questions leaders need to be asking in order to drive Safety ROI
- The elements of an effective Management System framework required to consistently produce high quality (zero incident) results
- The astounding business case for creating and sustaining a psychological healthy workforce
- Simple but effective ways to generate greater performance with less effort.
- What are the leading indicators to measure in order to drive Safety ROI?
- Leadership Self Assessment Tool you can use in your workplace

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Date: **Wednesday, January 12th 2022, 8:00 AM – 12:00 PM**

Introduction to NeuroSafety; The Future of Safety Management

Despite innovations in safety engineering, PPE and massive investments in training, workplace incidents in general are not dropping. On top of that, evolving safety habits and culture for most organizations is a never-ending challenge. Research shows that understanding and applying the principles of neuroscience holds the key for safety management success. Learning outcomes for this course include:

- Simplifying neuroscience – what is it?
- Learning the connection between stress and workplace incidents
- Understanding why 90% of safety training is lost in 7 days and what you can do about it
- Understand how peoples past experiences shape beliefs and behaviours in the present
- Why habits are difficult to break and the simple system to break them so that new ones can be created
- How to use an understanding of neuroscience to foster safety culture that drives employee wellbeing and business profitability

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Date: **Wednesday, January 19th 2022, 8:00 AM – 12:00 PM**

How to Manage a Serious Incident to Avoid Legal and Financial Fall-Out

In many instances businesses find themselves caught off guard and prosecuted 2 years after a serious incident has occurred. Sadly, it could have been avoided with effective management at the time of the incident. How a serious incident is managed can mean tens of thousands of dollars and your company's reputation saved. This course is jam packed. Learning outcomes include:

- How to manage the incident scene
- The pitfalls to avoid when communicating required immediate reporting to authorities
- Requirements to protect your Incident Investigation findings from being used against you in court.
- How to satisfy the regulators quickly and increase the odds of closing your file (and not proceeding with prosecution)
- Elements of an effective investigation that will increase the odds of successful defense
- How to deal with the media
- The biggest mistakes companies make after a serious incident and how to avoid them

Course Pre-requisite (1Life On-Line training course, Included): *Incident Investigation Basics*

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Date: **Wednesday, January 26th 2022, 8:00 AM – 12:00 PM**

Along for a (Bumpy) Ride You Did Not Expect: Avoiding the Pitfalls of Working with Sub-Contractors

PART 1: Contractor Evaluation and Monitoring

General Contractors are at the effect of everything that Sub-Contractors do or fail to do. When a sub-contractor has “an accident” generally the Prime Contractor “goes along for the legal ride.” Fines have recently doubled in Manitoba (up to \$500,000 for a first offence) and no insurance can be purchased for this kind of liability. In addition, incomplete management of Sub-Contractors increases the risk that your projects will experience costly delays and rework. Learning outcomes for this course include:

- How many businesses become Prime Contractor without knowing it?
- A review of the strict legal requirements of Prime Contractors and how you can mitigate the risk to your business.
- Effective management of Sub-Contractors to drives project productivity
- The roadmap to build a due diligence defense BEFORE a serious incident occurs so that you never get caught “going along for the ride” after a serious incident
- Critical Elements of pre-qualification and monitoring

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Date: **Wednesday, February 2nd 2022, 8:00 AM – 12:00 PM**

PART 2: Monitoring High Risk Work

If you are a Prime Contractor, responsible for ensuring that every person on the jobsite complies with safety regulations, its important the project managers, supervisors and safety managers have a basic understanding of what safe work looks like for high-risk work. This course provides and overview of what you need to look for when monitoring:

- Working at heights
- Scaffold and Swing stage
- Excavations
- Hoisting and rigging
- Electrical work

BONUS: All High-Risk Work monitoring checklists will be provided to help ensure effective management of your sub-trades!

Course Pre-requisite (1Life On-Line training course, Included): *Prime Contractor Essentials*

Facilitator: Charlotte Goodison-Hnytko, Senior Safety Professional

Course Date: **Wednesday, February 9th, 2022, 8:00 AM – 12:00 PM**

Safety Administrator:

The safety administrator plays a critical role in all high functioning safety management systems. Having a strong foundation of basic safety knowledge, making safety functions simple and easy for team members, and curating critical data are just a few of the skill sets required! The Safety Administrator is an important monitor and safety performance and can be the first line of defence to the system getting off track. This course is for 1Life Software clients only. Practical application on the 1Life software platform will be a focus.

PART 1: Safety Management Fundamentals

Learning outcomes include:

- What's your "WHY" as the safety administrator
- Safety management fundamentals
- Safety requirements and frequencies (what is supposed to be done when and by whom)
- What should safety admins do and not do, sample job description and performance objectives

Facilitator: Gynelle Pakulak, CRSP, LAIT, Certified Ergonomic Specialist/ Safety Professional

Course Date: **Wednesday, February 16th, 2022, 8:00 AM – 12:00 PM**

PART 2: The Devil is in the Documentation

Learning outcomes include:

- Setting up a functional system for documentation
- The finer details of correct record keeping for due diligence
- Making forms easy for workers to complete
- Reviewing documentation; the good, the bad and the ugly; what to be looking for
- Generating meaning safety reports for management

Facilitator: Gynelle Pakulak, CRSP, LAIT, Certified Ergonomic Specialist/ Safety Professional

Course Date: **Wednesday, February 23rd, 2022, 8:00 AM – 12:00 PM**

Skills for Safety Managers; Hero, Guide or Villain?

As a Safety Manager, likely you have played all three roles in your career. However, one role is for more effective than all the others. Not playing the correct role can have devastating consequences to your safety culture and overall safety results. Learning objectives for this course include:

- What are the roles that the various workplace parties should and should not play (hero, villain, guide)?
- Why forcing safety or rewarding “zero” will never provide long term sustainable results
- How the differences in people must be understood and leveraged to optimize productivity and safety
- How to speak to the motivators of management in language that they can easily receive and act on.
- The top 3 negotiation hacks to get people to buy-in and move forward with your safety initiatives

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Date: **Wednesday, March 2nd, 2022, 8:00 AM – 12:00 PM**

How to Develop a High Functioning WSH Committee

Your Workplace Safety and Health Committee a quarterly ‘must have because the law says so’ dot on the calendar OR it can be a tremendous asset to your overall safety and business risk management. Learning objectives for this course include:

- Roles that the WSH Committee should and should not play
- Who should NOT be on a WSH Committee?
- The power of Committee’s with a purpose
- Running high impact Committee meeting
- Effective communication skills for committees
- The importance of a little fun in the workplace and how the WSH Committee can foster it to drive safety culture

Course Pre-requisite (1Life On-Line training course, Included): *WSH Committee Essentials*

Facilitator: Gynelle Pakulak, CRSP, LAIT, Certified Ergonomic Specialist/ Safety Professional

Course Date: **Wednesday, March 9th, 2022, 8:00 AM – 12:00 PM**

Building and Maintaining Employee Resilience

The Mental Health Commission of Canada reported that 1 in 5 Canadians experience a mental health problem or illness each year with stress cited as a primary cause. This results in increased employee errors and absenteeism that in turn have a ripple effect on business performance. Learning outcomes for this course include:

- An understanding of the stress response and how it can become an addiction (in people and organizations)
- The impact of stress on mental health, immune system function and absenteeism
- The link between stress and workplace incidents including violence and harassment
- How managing stress and building resilience, regardless of the external environment, is a skill that can be learned
- How to support your employees to build and maintain resilience through challenging times.

**This is a research-based course using sources such as the HeartMath Institute*

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Date: **Wednesday, March 16th, 2022, 8:00 AM – 12:00 PM**

Advanced Risk Management

Risk management is the logical process of evaluating safety risk as acceptable, tolerable, or unacceptable. The challenges that different people see things differently. Not only that, but a person's perception of risk can change from one day.

Learning objectives for this course include:

- Why people's perception of risk differs and how to manage it
- How psychological factors play into risk perception and are fundamental to understand in order to implement effective controls
- How to use leading and lagging indicators as a predictor of future losses
- Three useful risk communication tools / techniques to implement in your workplace

Course Pre-requisite (1Life On-Line training course, Included): Hazard Awareness

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Date: **Wednesday, March 23rd, 2022, 8:00 AM – 12:00 PM**

Education Streams 6-Month Follow Up Coaching Session Dates:

Includes: 30 Minutes of Content + 60 Minutes of open Q&A/ Month

1. **Thursday, February 10th, 2022, 12:00 – 1:30 PM**
2. **Thursday, March 10th, 2022, 12:00 – 1:30 PM**
3. **Thursday, April 14th, 2022, 12:00 – 1:30 PM**
4. **Thursday, May 12th, 2022, 12:00 – 1:30 PM**
5. **Thursday, June 9th, 2022, 12:00 – 1:30 PM**
6. **Thursday, July 14th, 2022, 12:00 – 1:30 PM**

SPECIAL TRAINING OPPORTUNITY!

CHANGE YOUR MIND CREATE NEW RESULTS – 1.5 Day Training Program

JUST IN TIME FOR YOUR NEW YEARS RESOLUTIONS! What if this year you and your team could achieve your resolutions and goals more easily and effectively?

Organization change is hard and seldom sustained. Now it doesn't have to be that way!

Change Your Mind...Create New Results is a proprietary neuroscience-based program, developed by Dr Joe Dispenza and based on the latest global neuroscience research. Taking an organization's vision for itself and applying new understandings of the brain and human behaviour, along with four easy to use tools, individuals are empowered to change.

This, in turn transforms the individual, their teams and, ultimately, the organization. This program teaches how to break old habits that no longer serve and bring about true, lasting change — from the inside out.

STEP 1: Envision a new future for your team or organization. What would it be like for your team to be less stressed, more creative, and safer?

STEP 2: Identify habitual patterns that keep you from moving toward that new future on an individual level.

STEP 3: Use the process, models, and tools from the workshop to rewire the brain and unlock the potential of that new, improved future state.

STEP 4: Changed individuals collectively form more engaged teams who are then ready to step into that new future of a transformed organization.

Bring your biggest challenges and habits, learn how to change your thinking, and create the future and the success that you and your team desires.

Course includes:

- Change Your Mind ... Create New Results workbook
- Change Your Mind Create New Results 30 days to Genius Journal to guide you through the 30 days after this event
- Four tools for change that you can use every day
- 4 Follow-up private coaching sessions to help ensure your success (30 minutes each)
- Licensing fees

Maximum 10 participants

Tuition: \$750/person

Facilitator: Theo Heineman, CRSP, CHSC, B.Sc.Ag. Founder/CEO, Senior Safety Professional

Course Dates:

DAY 1: **Thursday, January 13th, 2022, 8:00 AM – 5:00 PM**

DAY 2: **Friday, January 14th, 2022, 8:00 AM – 12:00 PM**

Course Registration:

To register your employees for any of the courses listed above, please download and submit the fillable form linked below:

[Training Registration Form.](#)

Terms and Conditions:

All 1Life Training Courses including follow-up coaching sessions are eligible for submission towards the Retrain Manitoba reimbursement grants. As grant applications are full-filled on a first come-first serve basis, 1Life cannot guarantee the approval of all applications, and cannot be held liable for personal reimbursement if grants are not approved. If students are not able to attend registered training class, they will be recorded and available for viewing for 6 months.