

## Dr Robert Long – Director Human Dymensions Pty Ltd

PhD., MEd., BEd., BTh., Dip T., Dip Min., Grad Dip OHS, Cert IV TAA, MACE, MSIA

Rob has extensive experience and expertise in risk management and OH&S in construction, mining, government, education and community sectors. He holds formal qualifications in OHS and is a member of the Safety Institute of Australia and the Australian College of Education. Rob's was a senior consultant in OHS for SAFEmap International and Safety4Life Aust and is currently Director of Human Dymensions Pty Ltd specialising in organisational learning, organizational psychology, safety and security culture diagnostics and psychological dimensions of OHS.

In 2006 Rob was requested to be on the Emergency Coordination Operations Group at Beaconsfield Mine following the rockfall disaster and later served as Manager of the Beaconsfield Mine Community Recovery Taskforce. Rob was also a Manager of an emergency centre during the Canberra Bushfires in 2003. More recently Rob developed the Risk Management Plan for World Youth Day for the Canberra Goulburn Archdiocese.

Human Dymensions is particularly skilled in organisational and safety cultural analysis having developed a unique survey methodology based on the work of implicit research at Harvard University and the work of Prof. K Weick at Michigan University. Rob uses this unique safety cultural "iProfile" tool to assist organisations to develop OHS solutions-focused interventions, evidence-based training and support for change management for effective OHS outcomes.



### Contact:

Dr Robert Long  
Director  
Human Dymensions Pty Ltd

ABN: 34 123 347 080  
phone: 0424 547 115  
fax: 02 6231 1815

email: [rob@humandymensions.com](mailto:rob@humandymensions.com)  
[www.humandymensions.com](http://www.humandymensions.com)  
10 Jens Place Kambah ACT 2902

## Psychology, Risk, Observation and Culture, Competency Training (PROACT)

### Overview

The Psychology, Risk, Observation and Culture, Competency Training (PROACT) Program is a comprehensive program based on the key concepts and thinking in the psychology and culture of safety. The PROACT Program has been developed by Dr Robert Long, the Director of Human Dymensions and, received a National training award in 2006.

PROACT is about understanding how culture and human values, attitudes and beliefs affect workplace safety practice. PROACT equips participants with a range of tools to better understand the psychology and culture of safety and gives direction on how to enhance safety performance.



## A Menu of Choices

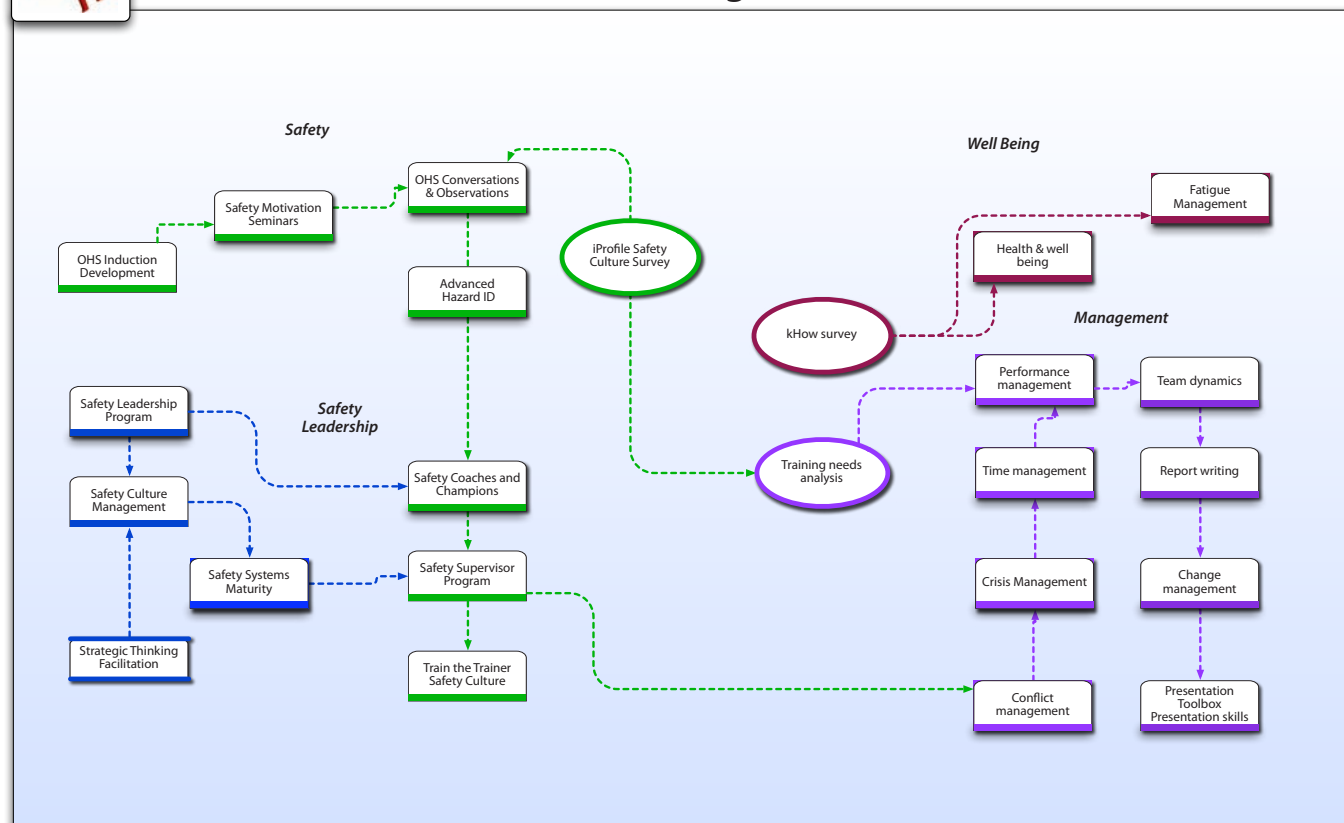
The PROACT Program is structured like a restaurant menu, not all projects or workplaces need to have every dish that's available. The key to this approach is the iProfile diagnosis and targeting interventions based on evidence of gaps and needs.

The following provides a brief overview of PROACT Program choices.

- iProfile Safety Culture Survey
- Induction Development
- Introducing the Psychology and Culture of Safety (Introduction, Intermediate and Advanced levels)
- Primary, Secondary and Tertiary Hazard and Risk Identification (Introduction, Intermediate and Advanced levels)
- Understanding Safety Culture, Sensemaking, Mindfulness and Competing Values Framework (Introduction, Intermediate and Advanced levels)
- Safety Motivation Modules
- Safety Supervisor Modules (communications, toolbox, people skills, recording and reporting, time management, team dynamics, conflict resolution)
- Safety Champions Course
- Safety Leadership Course (extended seminar and mentoring program with Dr Long on human dimensions of safety)
- Health and Well-Being Course (putting the 'H' back into OHS)



## PROACT Program



### Safety Leadership

One of the key aspects of the PROACT Program is the development of Safety Leadership. PROACT is much more than a set of concepts and training courses, the key to PROACT is the relationships developed by Safety Leaders with Human Dimensions experts and an emphasis placed on exposure to expertise and changing safety paradigms. Developing expertise in the psychology and culture of safety is transferred through training and mentoring champions, leaders and trainers to act as safety change agents in the organisation.

### Accreditation

PROACT can be accredited at Cert IV OHS if desired which includes items of assessment per module, readings and assessment of in-class activities. Human Dimensions is a Registered Training Organisation.